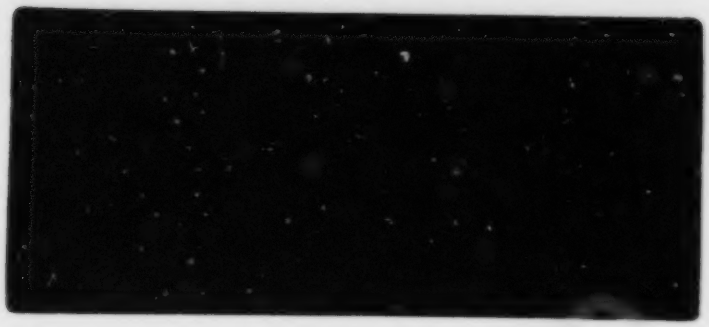

New Brunswick	Nouveau-Brunswick
Advanced Education and Training	Enseignement supérieur et formation
Planning Services	Services de planification

91-02757/

YOUTH STUDY

EMPLOYMENT AND UNEMPLOYMENT OF YOUTH

IN

NEW BRUNSWICK

N.B. DEPARTMENT OF
ADVANCED EDUCATION AND TRAINING
PLANNING SERVICES

FINAL REPORT - August 30, 1990

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PREFACE

This is the first in a planned series of specialized labour supply-side studies which analyze particular market segments of New Brunswick's working age population. The studies are intended to assist in the planning, development, and delivery of training, academic upgrading, basic education, employment development, and other human resources development initiatives undertaken by the province.

Data for this study, "The Employment and Unemployment of Youth in New Brunswick," were derived primarily from the quinquennial Mini-Census of 1986, the monthly Labour Force Survey (LFS) for selected years 1975-1988, and the annual Labour Market Activity Survey (LMAS) of 1986, each conducted and administered by Statistics Canada. Readers are advised to review the appendix referencing the uses and limitations of these data sources.

The study design and data collection were prepared by Linda Burtt, a researcher with the N.B. Department of Labour seconded to the N.B. Department of Advanced Education and Training for the purpose of undertaking this project. Roger Harley, a senior researcher with the Department's Planning Unit, had responsibility for overall project management. Martha Patterson of Facts & Figures Research Services completed the data analysis and finalized the report.

The N.B. Statistics Agency provided statistical and analytical contribution to the study for which recognition and appreciation is herein extended. The Sub-Provincial Regions section was provided by the Agency.

INTRODUCTION

The youth population received the attention of many researchers and analysts during the 1980's. With the baby boomers' "coming of age" there was a great influx of young people into the labour market. As a population, they were better educated than the youth before them. However, they also had much higher expectations of what the world had to offer them, a world with increasingly higher expectations as well.

With changing demographics, youth constitute a smaller proportion of the population. In 1981, there were 137,000 youth aged 15 - 24 in New Brunswick representing 19.6% of the province's population. By the 1986 Census, they accounted for 17.5% of the population (124,000). Looking ahead to 1995, youth's representation in New Brunswick will have declined to 15% of the population (111,000 - 112,500). While New Brunswick traditionally loses a number of youth through interprovincial migration, this trend of a declining youth population has been well-documented at the national level as well (Cohen, 1989; Employment & Immigration Canada, 1989; Foot & Li, 1985 and Denton et al, 1980). Even with New Brunswick showing a gain in terms of interprovincial migration in 1988-1989, more young people leave than arrive. However, the outflow declined markedly between 1987-88 with 1,940 youth leaving compared to 1,230 the following year.

The main focus of the attention has been upon the very high levels of unemployment experienced by youth. Even the aftermath of the recession has seen higher youth unemployment rates than for adults.

The purpose of this study is to provide a profile of the province's youth labour force and their labour market experiences, and to identify those characteristics or factors

that cause them to be at higher risk of unemployment than are their 25 years and over counterparts.

In as much as possible, the study incorporates provincial labour force stock estimates for 1988, derived from Statistics Canada's Labour Force Survey (LFS). However, estimates on patterns of employment and unemployment (flows data) and on detailed sub-provincial regions are based on the 1986 reference year, since the primary sources of these data are Statistics Canada's Labour Market Activity Survey (LMAS) and the Census respectively. Some provincial trends analysis is provided. However, interprovincial comparisons have not been undertaken.

Labour market experiences differ between teenagers 15-19 years and young adults 20-24 years, as well as between students and non-students. In many instances, detailed data for each of these groups are unavailable for New Brunswick because the numbers are too small to be considered reliable. However, wherever possible, distinctions are made between these groups. Consequently detailed labour force data in this study most often references persons 15-24 years as an aggregate.

While persons 25 years and over are not a homogeneous group, and those 25-34 years need particular attention in terms of human resource development, for purposes of this study on youth, those 25 years and over are analyzed in aggregate.

Finally, it should be noted that for consistency and objectivity reasons, community college labour market areas have been defined geographically and not according to language of instruction at the colleges.

ORGANIZATION OF REPORT

The report opens with an executive summary highlighting the major findings of the study. Sections 1, 2, and 3 examine the youth labour force and its employed and

unemployed components respectively. Where feasible, student and non-student youth are discussed separately. Throughout the report, comparisons are made between New Brunswick youth and adults (25 years and over).

New Brunswick's sub-provincial labour markets are analyzed in Section 4. The analysis first makes county comparisons and then community college region (CCR) distinctions. The report concludes with some suggested highlights of the study's findings.

EXECUTIVE SUMMARY

The focus of this report is the labour market experience of New Brunswick's youth population. The initial objective was to compare youth and adult patterns, but it became clear that the most striking differences were between the student and non-student youth populations. In many respects, the experiences of non-student youth closely resemble those of adults. Key findings of the research are identified here.

1. Youth represent a smaller proportion of the population and there are fewer of them in actual numbers. This trend is reflected in the profile of the labour force.

2. Clearly youth have a better educated profile than the adult population. They also have the expectation that they can be "picky" about the kind of jobs they will take. However, the skill requirements of the labour market are also higher.

3. More than 80% of N. B. youth participated in the labour force at some time in 1986. However, only 43% of them were in the labour force the entire year. This is largely on account of the presence of students. Sixty-three percent of non-student youth participating in the labour force did so for the entire year, compared to 22% of student youth.

4. Youth are more likely than adults to experience unemployment yet their unemployment is shorter in duration. Here non-student youth were the most likely to experience unemployment. But their duration of unemployment was closer to that of adults than student youth.

5. Non-participation in the labour force is very high among youth with less than grade eight education. As education levels rise, the length of time not in the labour force shortens.

6. Many employed youth are in low paying positions in the service sector. Adults have higher wages and are not as predominantly employed in the trade and accommodation sectors.

7. Young women are employed in a limited number of occupations, which tend to pay the lowest wages.

8. Youth have a declining share of all full-time employment and between 40% - 50% of all part-time employment. For the employed youth, part-time employment is fairly common for both men (28%) and women (36%). This changes dramatically with the adult population where fewer than 3% of employed men worked part-time compared to 23% of adult females.

9. The non-student youth show different labour market experiences than the student youth population. In many incidences, their experiences more closely resemble those of the adult population.

10. Within the non-student population, those employed all of 1986 in one or more full-time jobs show a high degree of employment stability. Three-quarters (or 16,000) had only one job, one employer. Fourteen percent had two or more employers. In contrast, 35% of the non-students employed part of the year had two or more employers. A more in-depth look at this group may reveal skill deficiencies. The LMAS contacted the same survey participants again in January 1988 so it will be possible to track the same individuals over a two year period.

11. Youth are 22% of the Province's labour force but 36% of the Province's unemployed.

12. Eighty-seven percent (or 11,700) of the unemployed youth in 1988 were non-students. Furthermore, eighty-three percent of the unemployed youth had no post-secondary education. With such high percentages in both instances, it is reasonable to conclude that the vast majority of New Brunswick's unemployed youth are non-students with no post-secondary education.

SECTION 1:

THE YOUTH POPULATION & LABOUR FORCE

1.1 INTRODUCTION

To have meaning, an examination of the labour market activities of New Brunswick's youth must take place within the context of that population. This section will identify the characteristics of our youth population followed by a discussion of their labour force participation.

The data analysis set out to make comparisons between youth and adults and then to look at differences within the youth category according to age, gender, educational levels and student status. What was discovered in the course of this activity was the most obvious differences were between the experiences of non-student and student youth. And, furthermore, non-student youth displayed frequent similarities with the labour market experiences of adults. The discussions to follow will highlight these differences and similarities.

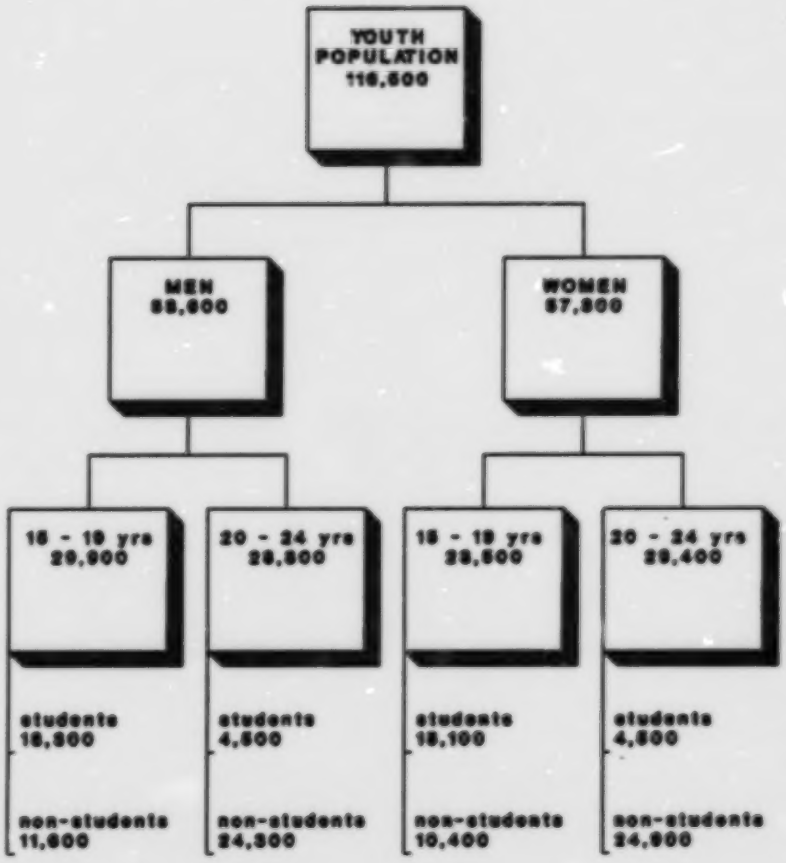
1.2 PROFILE Of YOUTH POPULATION

Chart 1 (next page) gives us a picture of our province's youth in 1988. There was an even split of men and women and an even split between 15 - 19 year olds and those 20 - 24 years of age. However, student status did not show the same even distributions as discovered with age and gender. Firstly, there were three non-students in the population for every two students. Of a total of 71,000 non-student youth, two-thirds were 20 -24 years of age. As would be expected, the reverse is true for the student population. Eighty percent of the 45,300 students were teenagers.

Chart 1

Profile of the Youth Population

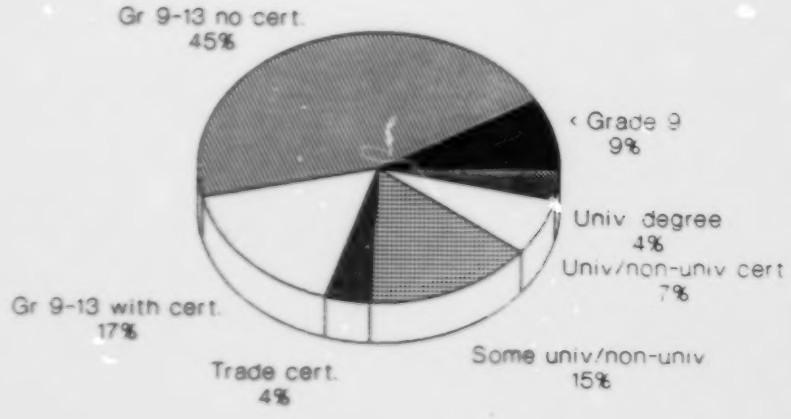
New Brunswick, 1988



Thirty percent of New Brunswick's youth population in 1986 had some education beyond high school. The Census does not make distinctions between students and non-students so the percentage of youth still in school is not known. Where this is of particular importance is the category of youth with grade 9 - 13 without high school completion. As seen in **Chart 2**, they are 45% of the youth population. Research has shown that youth experiencing the greatest difficulties making the transition from school-to-work are those non-students with low levels of schooling (Finlayson, 1985; Sen, 1982; Denton, 1980; Ontario Ministry of Skills Development, 1989 and 1987).

Chart 2

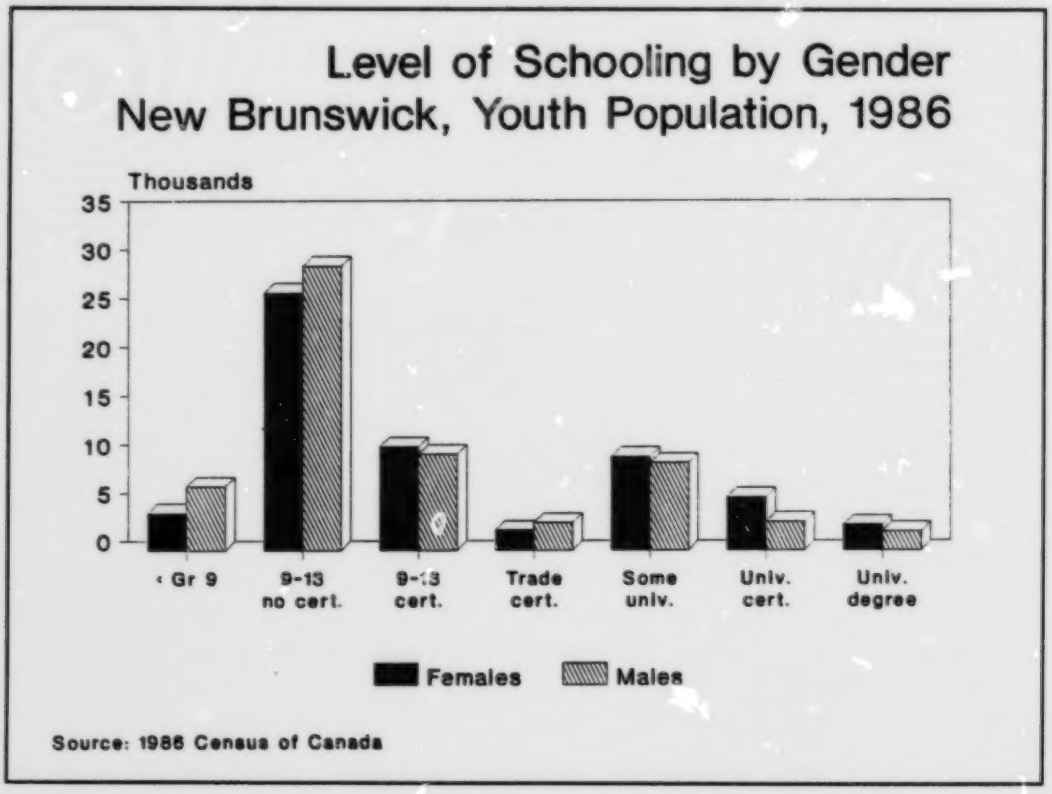
Youth Population by Level of Schooling New Brunswick, 1986



Source: 1986 Census of Canada

Examining the highest level of school by gender, as seen in **Chart 3**, indicates that a greater proportion of females complete high school and go on to further their education. Almost twice as many female youth as males had post-secondary certificates in 1986. While fewer than 5,000 youth had trade certificates, there was not as wide of a gap between males and females as you might have expected.

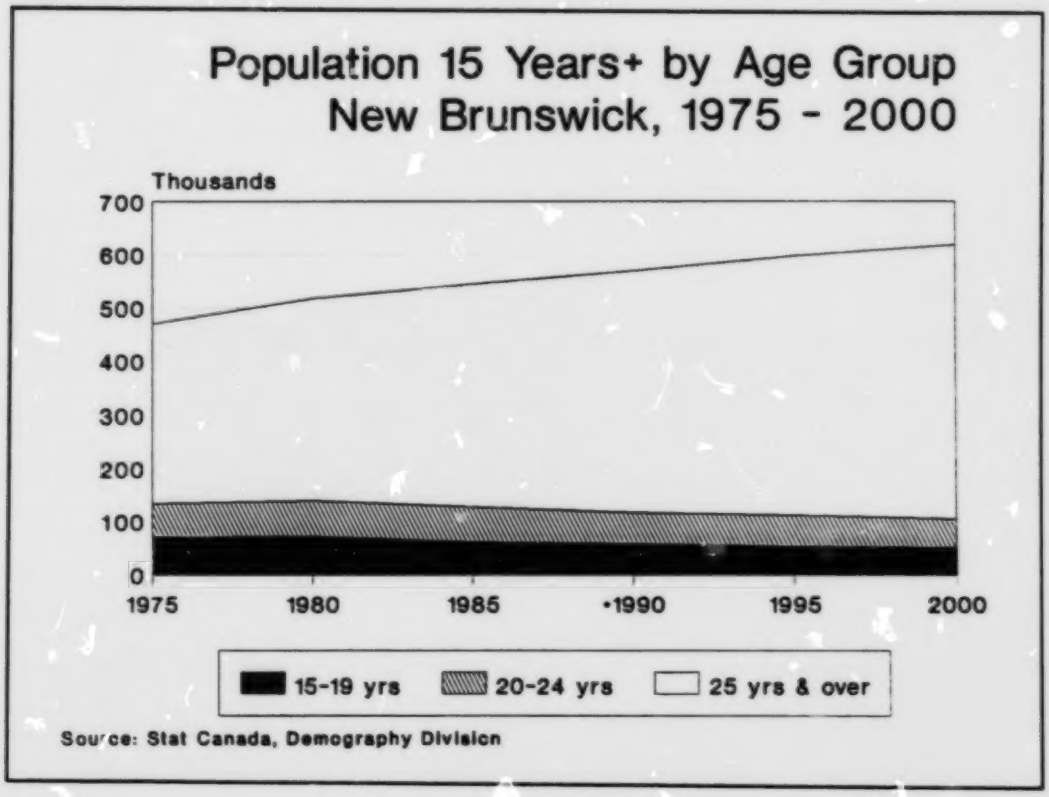
Chart 3



1.3 PROFILE OF YOUTH LABOUR FORCE

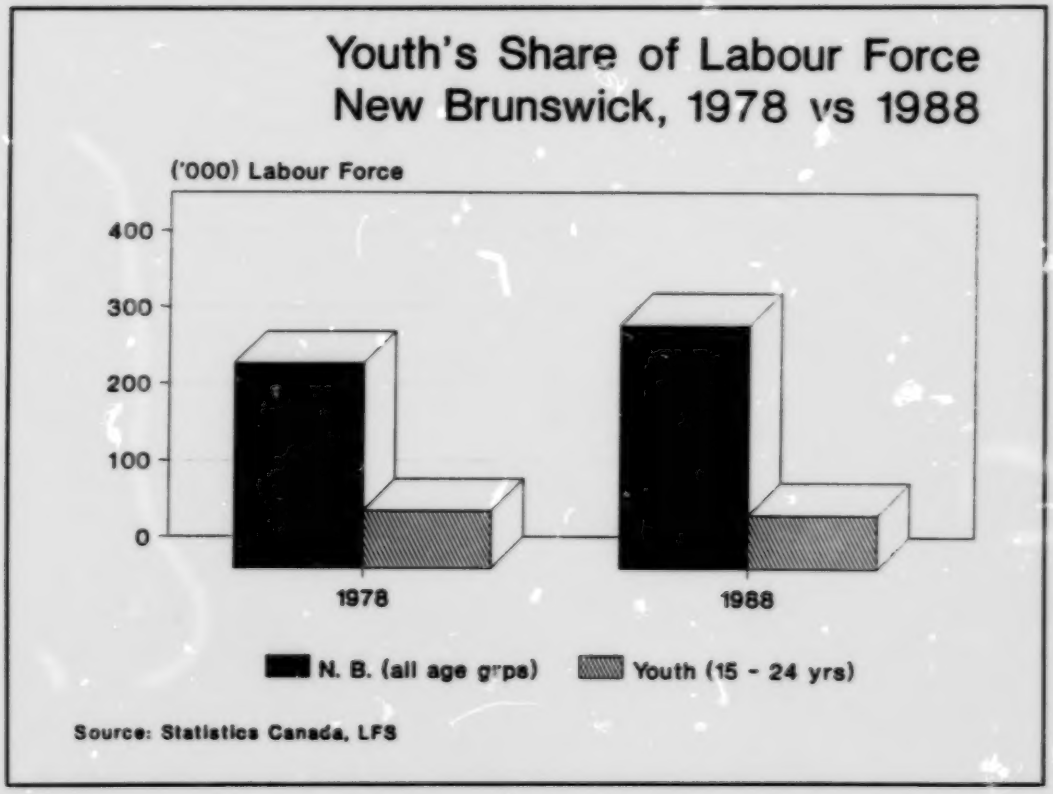
The youth population is gradually declining in actual numbers and more steadily declining in their share of the total population, as clearly demonstrated in **Chart 4.** Projections to the year 2000 show a continuation of this trend. As the youth population is increasingly overshadowed by older age groups, the danger is that their needs will be overlooked.

Chart 4



Therefore, it does not come as a surprise that their share of the labour force is also declining. **Chart 5** compares youth's share of the labour force in 1978 and 1988. The same trend evident in the population is also seen with respect to the labour force. Youth are declining in actual numbers in the labour force as well as in their percentage share of the total labour force. During this ten year period, youth went from 28% of New Brunswick's labour force to 22% by 1988. The labour market has traditionally relied upon youth to fill two key needs: to bring young fresh minds to the workplace and to fill entry level positions, particularly in the Wholesale and Retail Trade and Accommodation sectors. Two implications of their diminishing numbers are: first, employers will have to train their existing workforce to fill their new skill requirements; secondly, in order to attract (and retain) employees, certain subsectors in the service sector will have to make their employment opportunities more attractive.

Chart 5

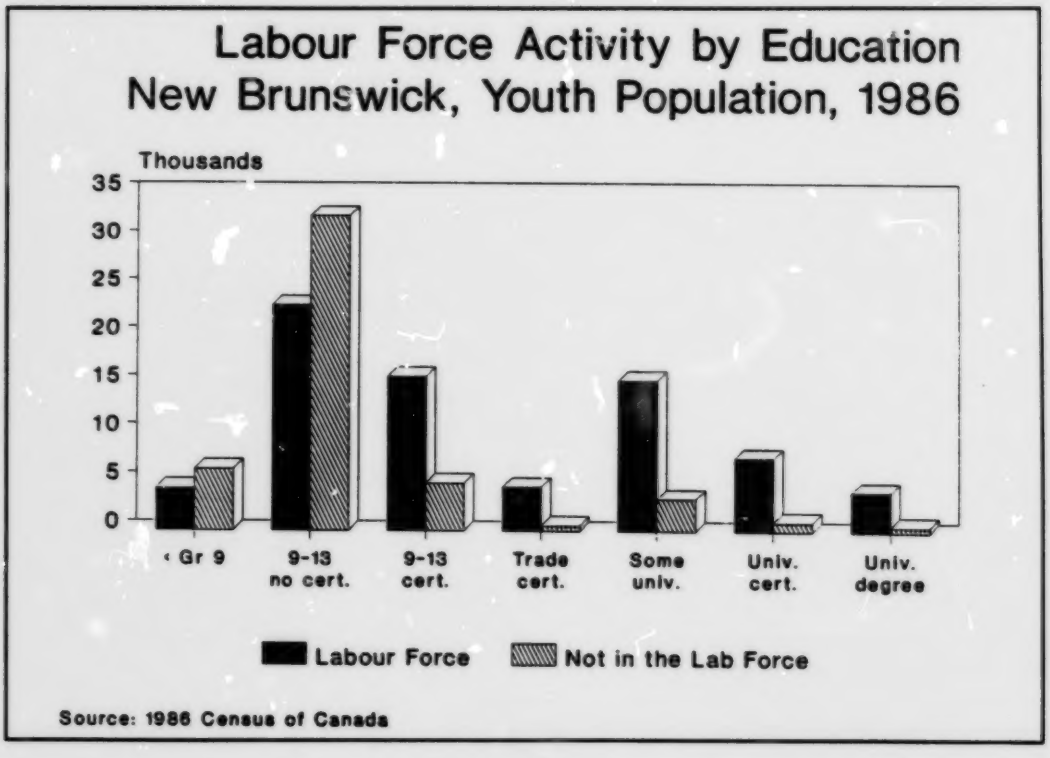


The higher the level of education, the greater the likelihood of being in the labour force. Nine out of every ten youth with either a trade certificate, a university/non-university certificate or a university degree were in the labour force. **Chart 6** compares those youth in the labour force during 1986 to those not in the labour force by highest level of education. The picture varies dramatically between the two groups for all levels of education.

Two-thirds of youth not in the labour force are without high school completion, compared to 31% of those in the labour force. Again while a certain percentage, especially of the younger members of the youth population are still in school, it bears watching as non-students without high school completion are considered to be an "at risk" group.

Youth with some type of post-secondary education comprised forty percent of the youth labour force in 1986. Their share of those not in the labour force was less than 12%.

Chart 6



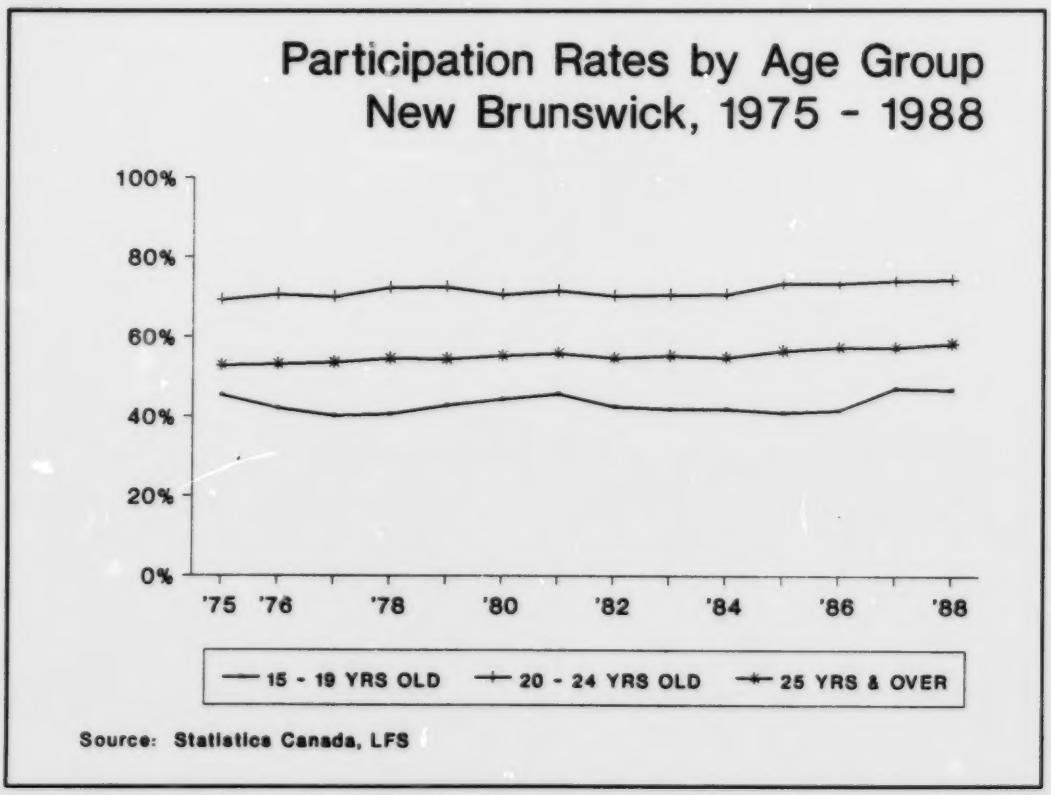
While gender comparisons have been made throughout the report, young men and women are more alike in their labour market experiences than they are different. Examining labour force activity by gender for 1986 shows females with a lower unemployment rate of 43% compared to 47% for men, but a greater likelihood of not being in the labour force (43% versus 36%).

1.4 LABOUR FORCE PARTICIPATION

Evidence from the Labour Force Survey

Adult labour force participation in New Brunswick in 1988 was 58%. Youth had a slightly higher participation rate at 61%. However, there was a significant difference between the two age groups within the youth category (see **Chart 7**).

Chart 7



Nearly 75% of 20-24 year olds participated in the labour force (i.e. are either employed or looking for work), compared with 47% of those 15-19 years. This difference is owing largely to the prevalence of school attendance among the teenagers.

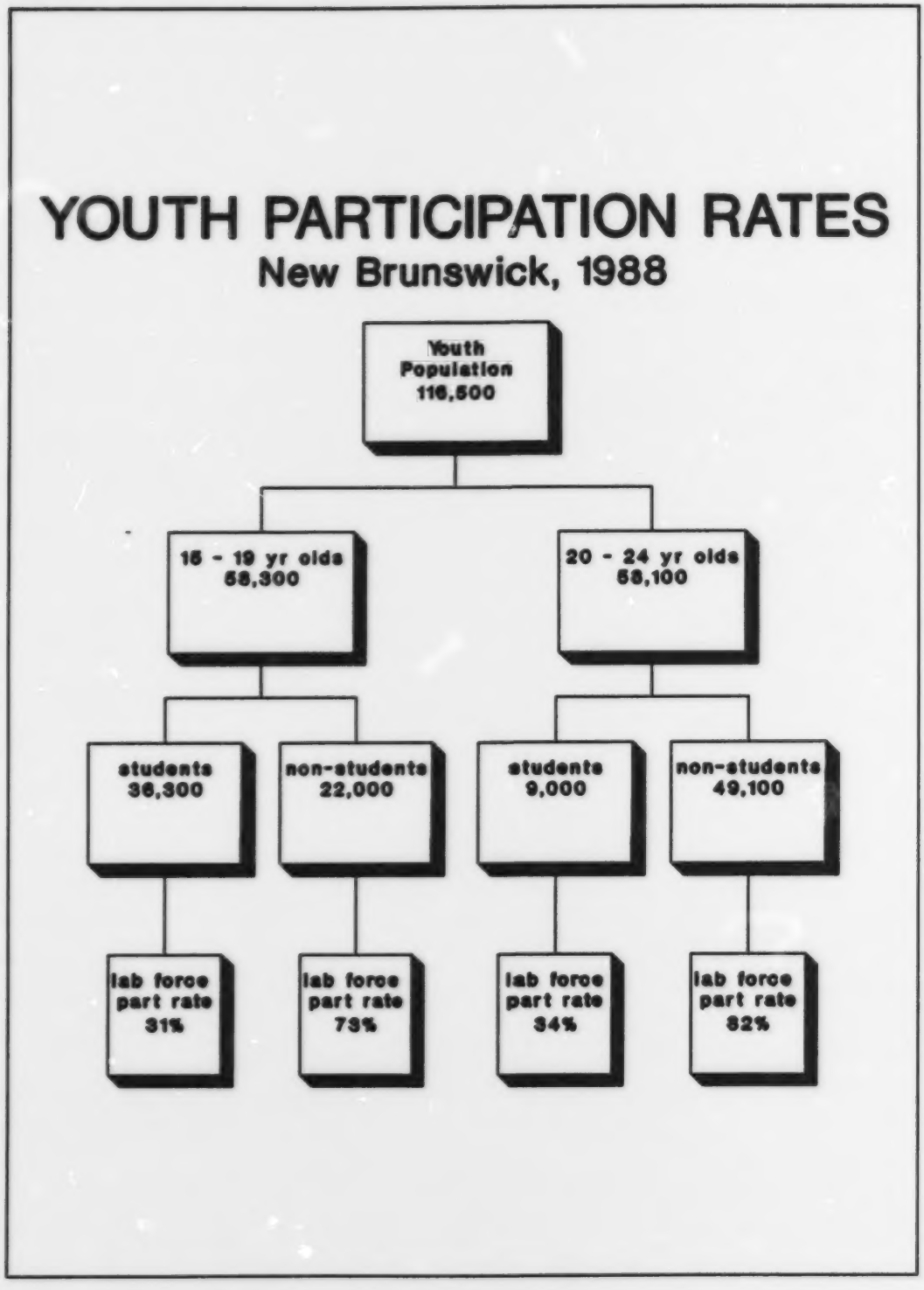
One of the most noticeable differences between non-student and student youth concerns their labour force participation. Non-student youth (79%) are much more likely than student youth (32%) to participate in the labour force. Furthermore, as seen in **Chart 8**, there is a wider spread between the participation rates of non-student teenagers and those 20 - 24 years of age than is the case for the two student groups. However, the labour force participation rate of teenager non-students is still very high at 73%.

Generally speaking, the differences between the labour force participation rates of young women and men were not striking. Female youth (60%) had a slightly lower participation rate than male youth (62%) in 1988. The gap was widest between men and women 20 - 24 years of age at 77% and 71% respectively.

Of the 46,000 youths not in the labour force in 1988, two-thirds were students (31,000). The other 15,000 were not in school. We know that the majority of these non-students not in the labour force were 20 - 24 years of age (9,000) and they represent 13% of New Brunswick's non-student population. Unfortunately, because the numbers are too small for reliability, we do not know their educational levels nor whether they have any recent activity in the labour market.

We will now turn to the Labour Market Activity Survey (LMAS) which was designed to track the flows of people in and out of the labour force.

Chart 8


YOUTH PARTICIPATION RATES
New Brunswick, 1988
Youth Population 116,500
15 - 19 yr olds 58,300
20 - 24 yr olds 58,100
students 36,300
non-students 22,000
students 9,000
non-students 49,100
lab force part rate 31%
lab force part rate 73%
lab force part rate 34%
lab force part rate 82%

Evidence from the Labour Market Activity Survey

One of the strengths of the LMAS is that it tracks people's activities over an entire year rather than just one point in time (Census data) or during one particular week in the month (Labour Force Survey).[1]

The LMAS estimates support the already mentioned fact that youth have a higher labour force participation rate than adults (25 - 64 years of age). Eighty-four percent of New Brunswick's youth were in the labour force at some time in 1986 compared to 77% of adults. While a high percentage of both non-student and student youth participated in the labour force at some time in 1986, the rate for non-students (88%) was higher than for student youth (79%).

While labour force participation was high for all groups, adults were much more likely than youth to remain in the labour force the entire year. In 1986, more than 70% of adults participating in the labour force did so for the entire year compared to 43% of youth (or 40,000). Here we see that non-student youth more closely resemble the behaviours of adults than those of student youth. Sixty-three percent of non-students participating in the labour force were in the labour force the entire year compared to 22% of student youth.

There were 18,000 youth in New Brunswick in 1986 who did not participate in the labour force at all. One-third or 6,000 were non-students. Again, as with the LFS we do not have more detailed information on these non-students because of their small size.

What information is available deals with all 18,000 youth not in the labour force in

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[1] LMAS defines youth as those 16 - 24 years of age as compared to the LFS definition of 15 - 24 years of age.

1986. Education is a contributing factor. Forty percent of the 7,000 New Brunswick youth with no more than grade eight education did not participate in the labour force at all in 1986, compared to 16% in the high school category [2] and less than 4% for those with post-secondary certificate, diploma or degree. Further to this, as education levels rise, the length of time not in the labour force shortens.

We know from the above discussion, that a very high percentage of students are in the labour force only part of the year. Further to this, LMAS estimates showed that more than fifty percent (or 19,000) of these students moved from employment to labour force inactivity, or vice versa. Non-students, on the other hand, were more likely to move between employment, unemployment and not in the labour force. In 1986, fifty-eight percent (or 11,000) of the non-students who participated in the labour force only part of the year demonstrated this pattern.

The years between 15 - 24 are exploratory ones and much of this movement in and out of the labour force can be viewed as natural and healthy. An Ontario study discovered that the transition from school to work is a lengthy process for many young people and not completed until their later twenties. It also found that those youth who settle in too quickly are less likely to return for further education and training than those who experience more difficulty in finding steady employment.

SUMMARY

As is the case nationally, New Brunswick's youth population is slowly declining in actual number as well as in their proportion of the total population. These trends are reflected in the labour force.

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[2] In the LMAS, the high school category includes some post-secondary education as well as partial or completed high school.

In the youth population, there is an even mix of men and women, and roughly the same number of teenagers as youth 20 - 24 years of age. Sixty percent of the youth population are non-students; two-thirds of these non-students are 20 - 24 years of age.

While youth as a group have a labour force higher participation rate than adults, upon closer examination we see that the most striking differences are between the labour force participation rates of non-student youth versus student youth. Results from the Labour Market Activity Survey further emphasis the differences between the student and non-student youth populations. The labour market experiences of non-student youth more closely resemble those of adults. For those participating in the labour force, non-student youth and adults are much more likely than students to participate for the entire year.

For those youth participating in the labour force only part of the year, the majority of students move between employment and labour force inactivity. However, for non-students, their patterns are more likely to show a combination of employment, unemployment and labour force inactivity. The number of weeks not in the labour force shorten as educational levels increase.

SECTION 2:

THE EMPLOYED YOUTH

2.1 INTRODUCTION

While the characteristics of unemployed youth have received considerable attention, employed youth are less focused upon. Presumably, this is because they have already made the successful transition into the world of work. However, as the following discussion will show there are still issues surrounding the current status of youth employment, in particular their occupational concentrations, the prevalence of part-time employment and their earnings. Again, as was the case in the previous section, non-student versus student comparisons will be highlighted.

2.2 PROFILE OF EMPLOYED YOUTH

Seventy-eight percent of the youth in New Brunswick (87,000) were employed at some time in 1986 according to estimates from the Labour Market Activity Survey. The monthly average number of employed youth in 1988 was 57,000 (LFS).

One in five of N. B.'s employed was a youth in 1988. More than three-quarters are non-students (44,400), the largest group being 20 - 24 years of age (32,500). Of the employed students who are youths, seventy-eight percent were 15 - 19 years of age (9,800).

Youth employment is equally composed of men (28,600) and women (28,400). The student-to-non-student ratio is almost identical by gender. There was a wider spread in employment rates by student status than by gender. Students had an employment rate of 88% compared to 79% for non-students whereas female youth had a slightly higher rate of employment (83%) than male youth (79%).

Research has demonstrated a link between unemployment and low levels of education (Denton et al, 1980; Sen, 1982). This being the case, then it would follow that higher levels of education will result in more favourable labour market experiences.

While this report will show that people with higher levels of education have lower unemployment rates, a cautionary note must accompany the discussion. We live in a world where the educational and skill requirements of jobs are continually on the rise. Between 1986 and 2000, it is estimated that more than 60% of all jobs created will require more than 12 years of education and training and, further to this, almost half of these new jobs will require more than 17 years of education and training (EIC, 1989). Thus while youth today possess higher levels of education than those of previous years, the job market requires higher skill levels than previous years.

Lifelong learning is an attitude that must be promoted to our youth. It is also an approach that must be convincingly sold to employers. In a 1989 study examining the school-to-work transition, the Ontario Ministry of Skills Development points out that "only about half of the individuals in the labour force ever access the post-secondary educational system. Therefore, a vital component of skill formation occurs outside the formal educational system". They conclude that "solutions to increasing our workforce's skill levels will not only come from the formal system but also be delivered by industry, private trainers and educational institutions with closer links with business." Research by Larry Mikulecky (1982) found that high school students did less reading per day than was required by most jobs. Furthermore, literacy skills are required for virtually all jobs. Youth who leave the secondary educational system (graduate or quit) with inadequate literacy skills, seriously jeopardize their opportunities for steady, meaningful employment.

Chart 9

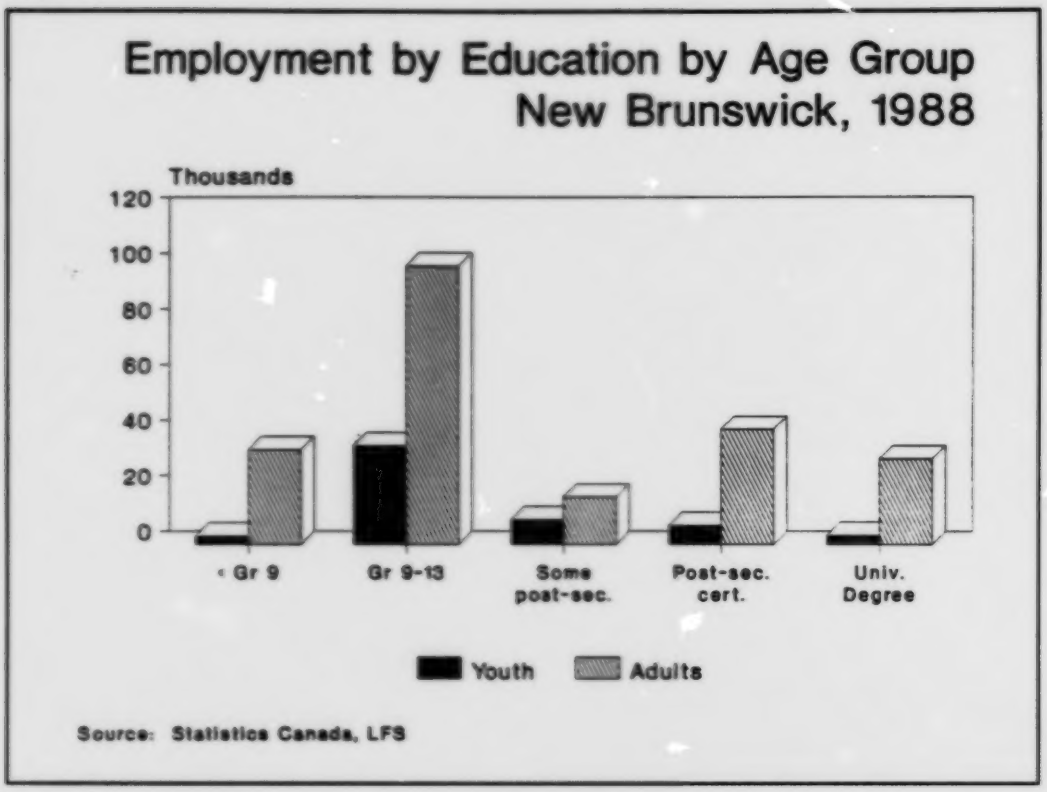
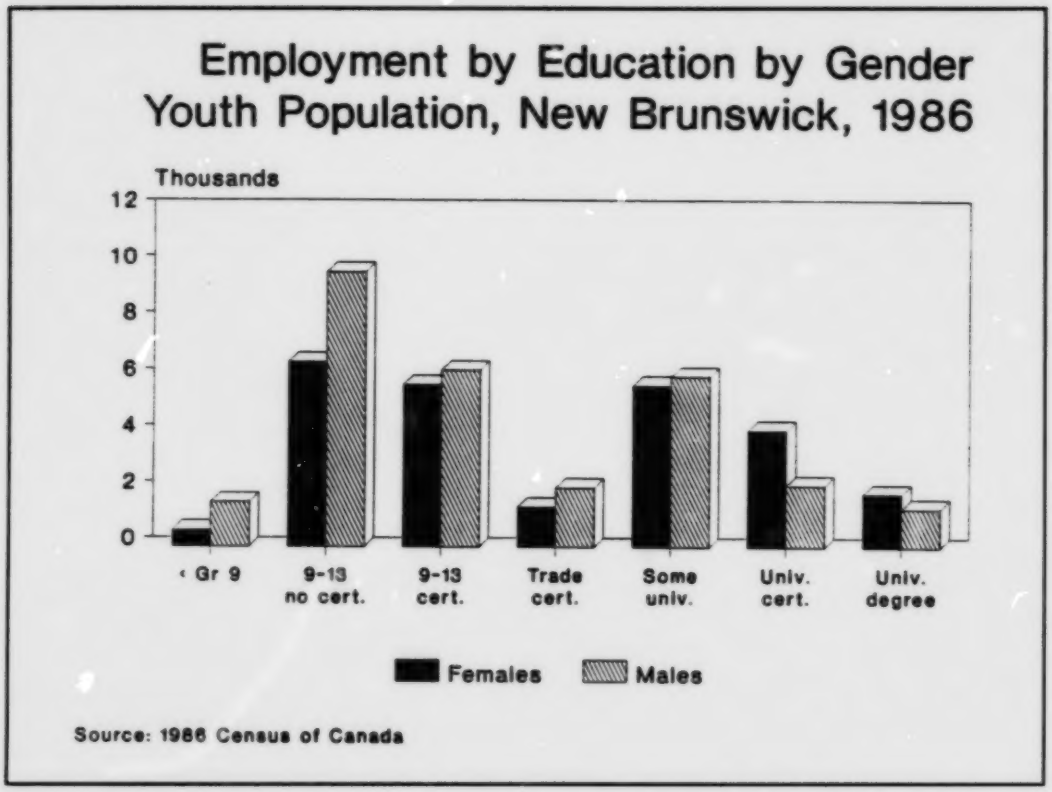


Chart 9 (above) shows employment for youth and adults in New Brunswick by level of education. More than sixty percent of employed youth were in the Grade 9 - 13 category compared to less than half of adults. The proportion of employed youth having Grade 8 or less is considerably lower than adults (5% versus 13%). One-third of employed youth had some post-secondary education or higher compared to 40% of employed adults. We know that more than twenty percent of employed youth were still students.

While 6.5% of youth in the labour force had grade 8 or less, only 5% of those employed had that low of a level of education.

Employed females showed higher levels of education than employed males (**Chart 10**).

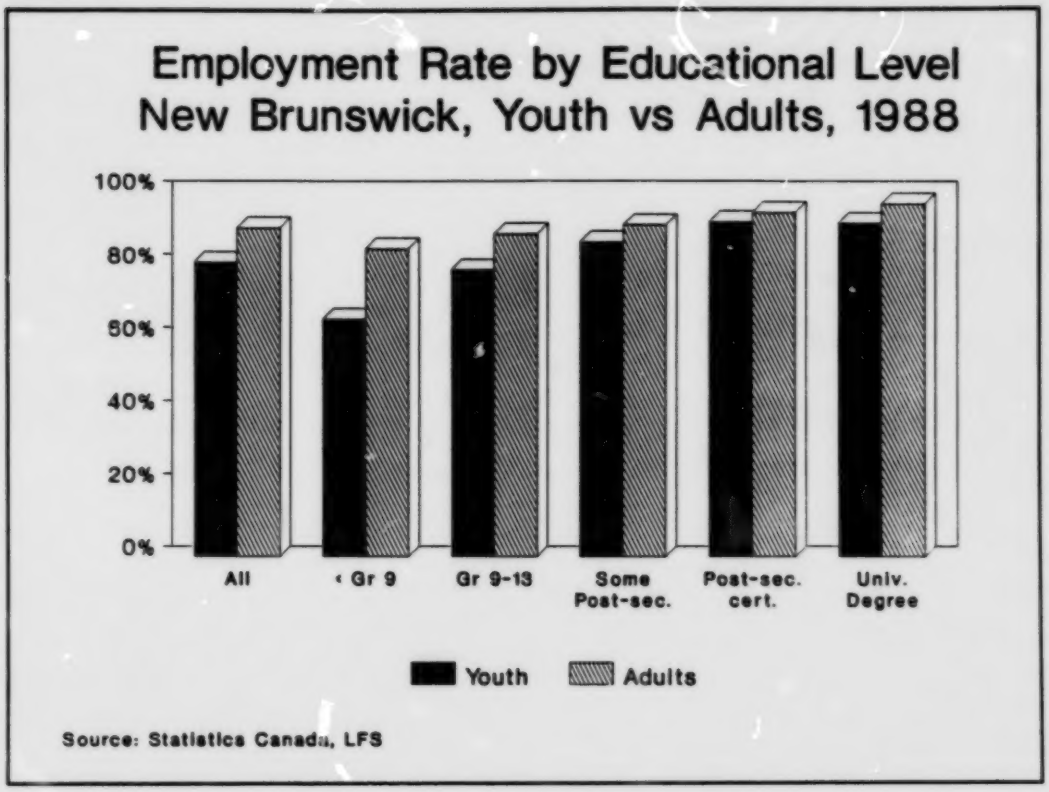
Chart 10



In particular, 16% of employed females in 1986 had a university or non-university certificate compared to only 7% of employed males. Furthermore, thirty-eight percent of employed males had less than high school completion as opposed to 27% of employed female youth. Fifty percent of employed females aged 15 - 24 years have some form of education beyond high school compared to 40% of young men.

Comparing employment rates of adults and youth in 1988 by educational level, shows higher rates for adults for every category (see **Chart 11**).

Chart 11



The greatest spread between the two groups is for those with grade 8 or less. Adults in this category have an employment rate of 84% whereas for youth it was 65%. Furthermore, employed people with grade 8 or less represented 15% of all adult employment in 1988 but only 5% of all youth employment. So, while adults with lower educational levels do have employment, youth in this educational category appear to have much more difficulty. As educational levels increase, the differences between adults and youth diminish.

2.3 JOB CHARACTERISTICS

INDUSTRY

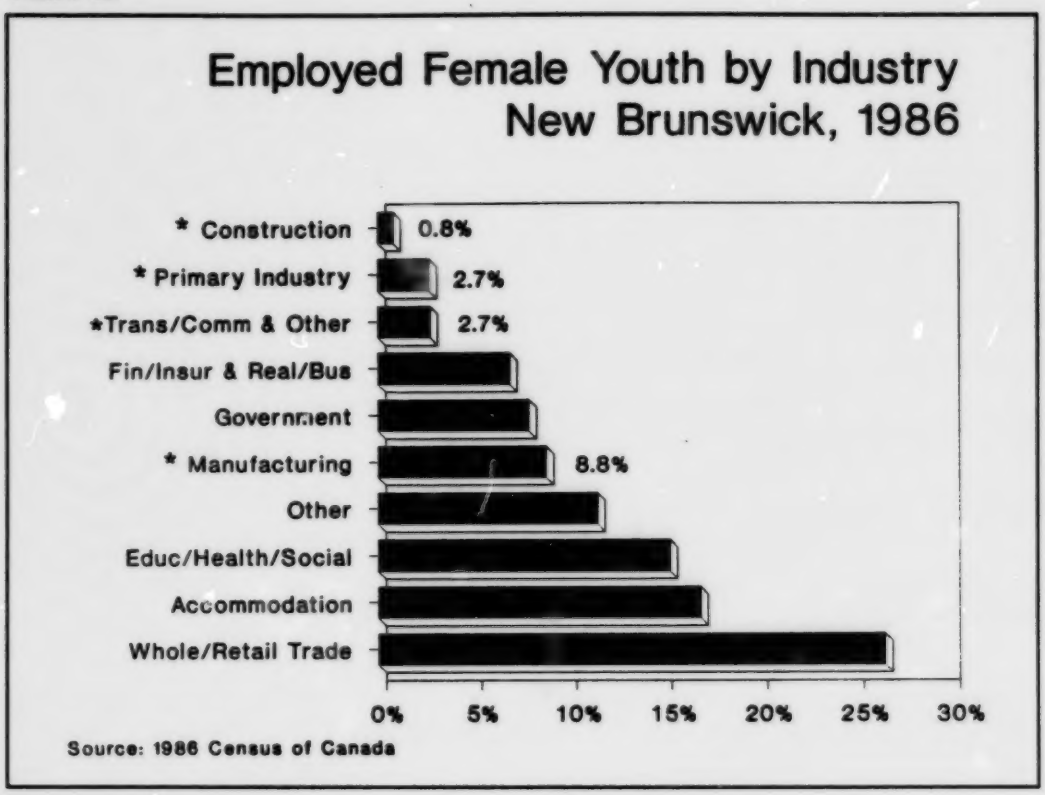
Census data is the only data source to provide a detailed breakdown of employment by industry by age group and gender.

One-quarter of all employed youth were working in wholesale/retail trade in 1986. Sixteen percent of adults were employed in these industries. The largest industrial group for adults was Education, Health and Social Services which employed 18% of all adults, compared to only 9% for youth.

The other industrial group with the most noticeable difference in distribution between employed youth and adults is Accommodation, Food & Beverage Services, which employed 12% of all employed youth and only 4% of all employed adults.

One-quarter of both young men and women were employed in Wholesale and Retail Trade. However, beyond this one common sector, their industrial concentrations are very different as seen in **Charts 12** and **13**.

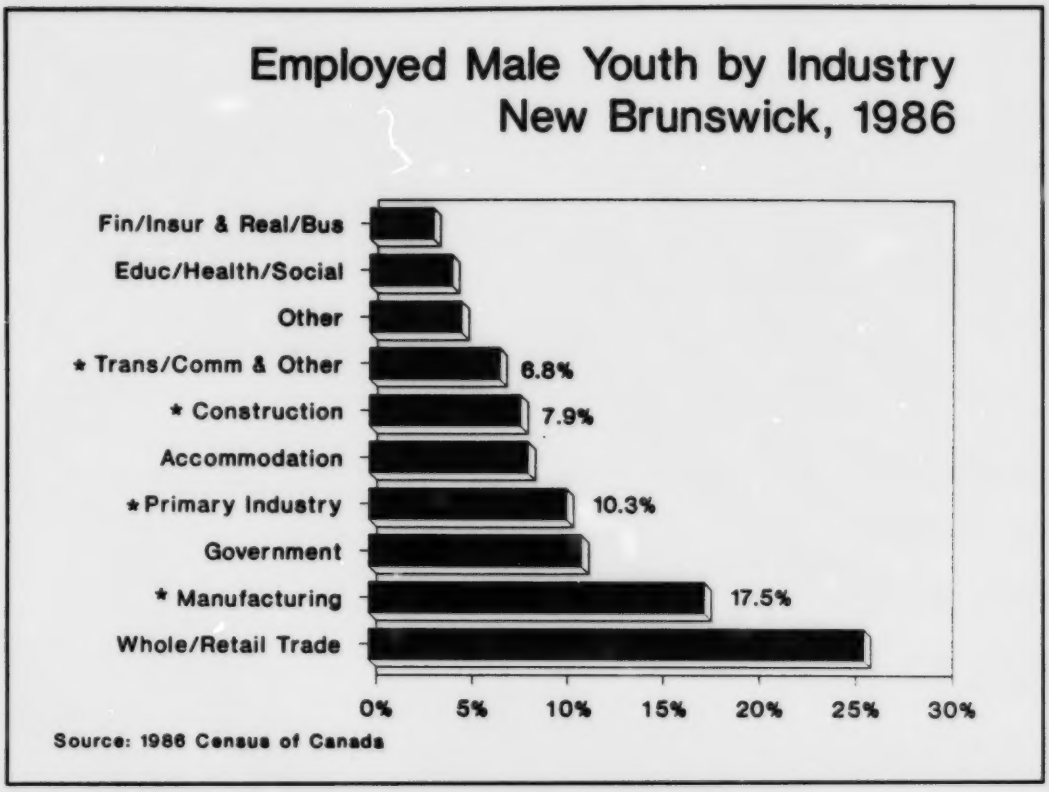
Chart 12



After Wholesale and Retail Trade, the next most common industrial groups for women were Education, Health and Social Services (15%) and Accommodation (17%). The proportion of women employed in Accommodation was more than twice that of young men (8%). Young men had their second and third highest concentrations in Manufacturing (17%) and Government Services (11%).

More than forty percent of employed young men worked in either the Primary Industries, Manufacturing, Construction or Transportation and Communications sectors compared to 16% of female youth.

Chart 13

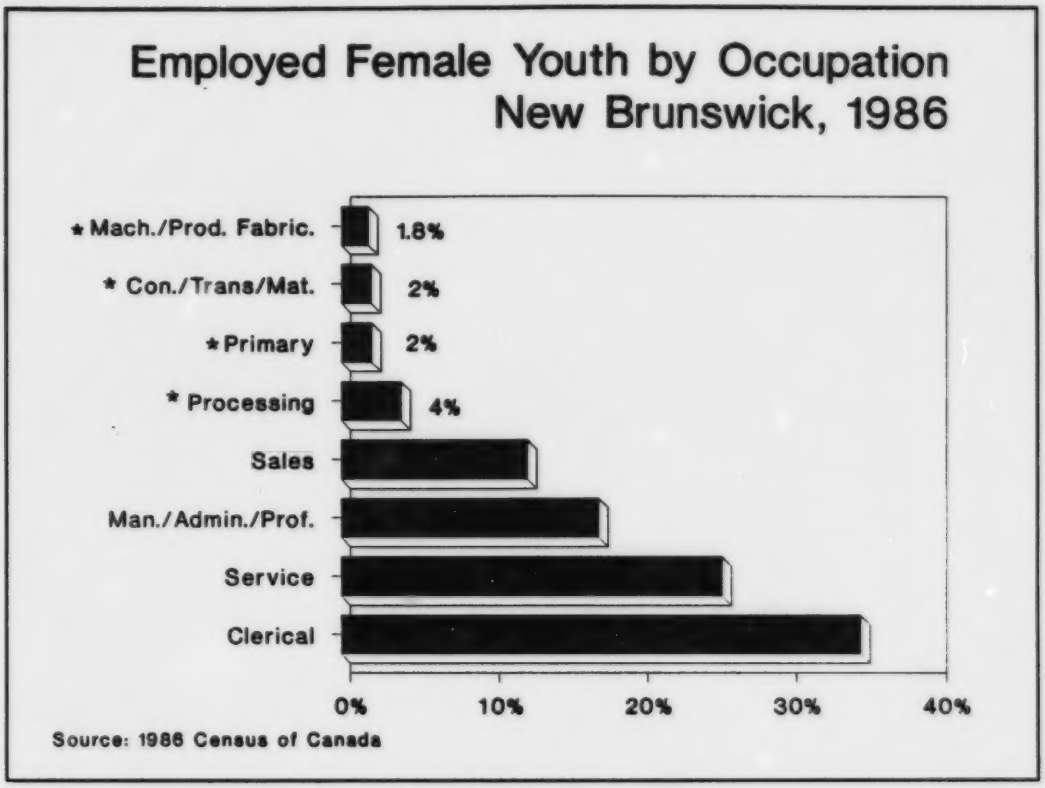


OCCUPATION

Occupational distributions of youth also differed markedly from those of adults. Fifty-six percent of employed youth worked in the three occupational categories of Clerical, Sales and Service in 1986 compared to 37% of New Brunswick adults. The largest occupational group for adults was Managerial/Administrative/Professional where 30% of them were employed. For youth, only 14% of all employed youth were in this occupational group. These Census figures were compared against the distribution of employment by occupational group as reported in the LMAS and were found to be very similar.

Again, as was the case with industries, females and males have very different distributions by occupational group, as is seen in **Charts 14** and **15**. Young women are employed in a limited number of occupations, which tend to pay the lowest wages.

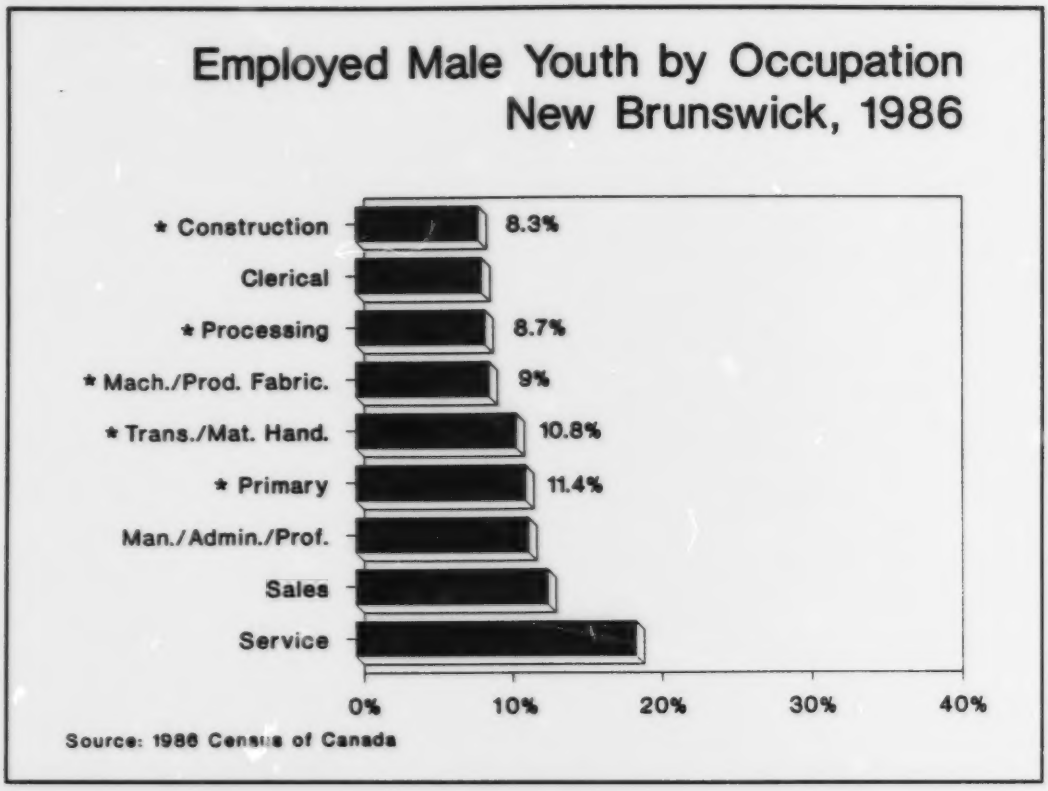
Chart 14



Fully sixty percent of employed young women worked in either Clerical or Service occupations, compared to less than thirty percent of employed young men. Sales was the only occupational group where an equal proportion of young men and young women were employed.

One of every two employed young men worked in the occupational groups of Primary, Processing, Machining and Product Fabricating, Construction and Transport Equipment/Materials Handling. Female representation in these same sectors was much lower at one in ten.

Chart 15



We see from this analysis that youth are highly concentrated in the service sector and within the service sector they are employed in "Traditional Services", primarily retail trade, accommodation and food & beverage. A growing concern, as highlighted in a recent statement by the Economic Council of Canada, focuses upon the growing polarization of the service sector. It is in this sector where virtually all employment growth has taken place in either the form of highly skilled, well-compensated and secure jobs or unstable and relatively poorly paid jobs. The latter tend to be located in the traditional subsector where youth are frequently employed.

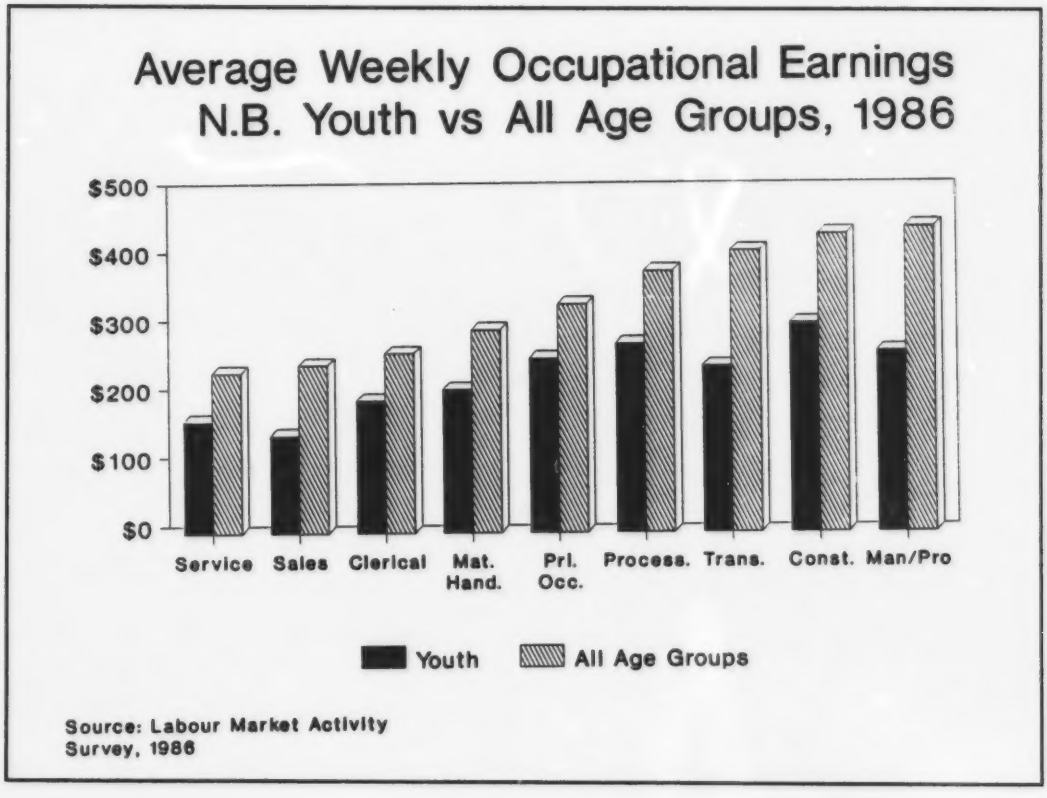
The "plum" positions will go to the people with the education and training to meet the requirements. Thus, those without the necessary skills and education will be destined to a life with fewer employment opportunities unless they upgrade their skills. One hypothesis put forth is that employers will be increasingly required to re-

train their existing workforce because the entry of young trained minds will decrease with the aging population. Yet it will be those workers with the abilities to read, write and interpret information who will obtain these opportunities.

WAGE LEVELS

Average weekly reported earnings of youth are lower than the average of all age groups. As **Chart 16** clearly demonstrates, this is the case for all nine occupational groups.

Chart 16



The spread is greatest for Managerial/Professional, Sales and Transportation occupational where the earnings of youth were approximately 60% of that of all age groups.

If the wages of adults only had been separated from the rest, the spread between the two groups would have been even greater.

This finding is further supported by an examination of hourly reported earnings. In 1986, three-quarters of all employed youth earned less than $7.00 per hour compared to 28% of employed adults. One-third of all employed youth earned between $4.00 - $5.00 per hour. More than sixty percent were students (16,700).

Non-students reported higher earnings than students. Eighty-eight percent of students aged 16 - 24 earned less than $7.00 per hour compared to 64% of non-students of the same age.

2.4 FULL-TIME/PART-TIME STATUS

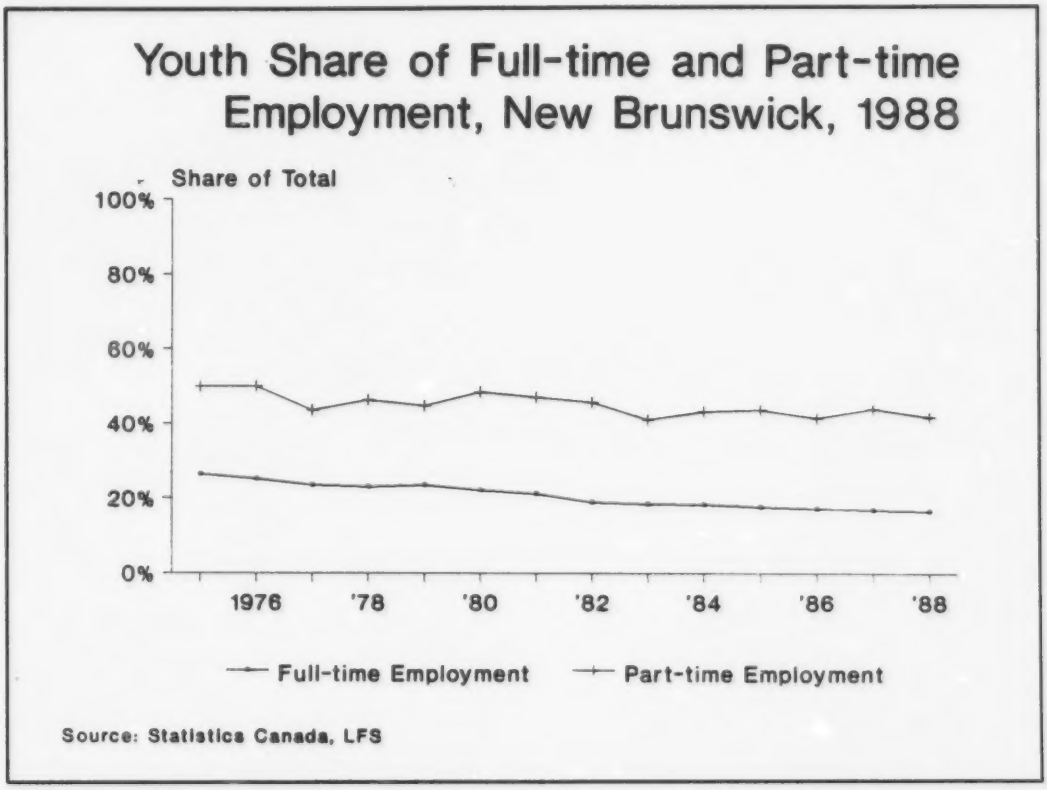
Evidence from the Labour Force Survey

Part-time employment has accounted for an increasing share of all employment. Full-time employment for youth has remained fairly constant since 1982 while their part-time employment has been slowly on the rise. **Chart 17** (next page) demonstrates the trend more clearly. Youth have a declining share of all full-time employment and between 40% - 45% of all part-time employment.

A high percentage of both young men and young women work part-time. In 1988, 28% of all employed male youth worked on a part-time basis compared to 36% of

employed females in this age group. For the adult population the figures are very different. Adult women are much more likely to work part-time than adult men. Fewer than 3% of employed adult males worked part-time as opposed to 23% of adult females.

Chart 17



Evidence from the Labour Market Activity Survey

The LMAS divided participants into two groups, those who worked all of 1986 and those who worked part of 1986. Patterns of employment varied considerably between these two groups. Again, the employment patterns of non-student youth more closely resemble those of adults than student youth.

Of those who worked at some time in 1986, adults were more likely than youth to work all year. Sixty-three percent of adults who worked in 1986 were employed the entire year. Non-students more closely resembled adult experiences with 45% employed all year compared to fewer than twenty percent of student youth.

Not surprisingly, of those working all of 1986 in either full-time or part-time work, student youth were the most likely to be employed entirely part-time (63%). On the other hand, being employed entirely full-time all year was much more likely for non-students and adults, at 86% and 79% respectively.

Even with those employed only part of 1986 in either full-time or part-time jobs, the same behaviours are apparent although slightly diminished. One-third of student youth employed part of 1986 worked entirely part-time. For non-students, 77% worked entirely full-time when they were employed compared to 73% of adults.

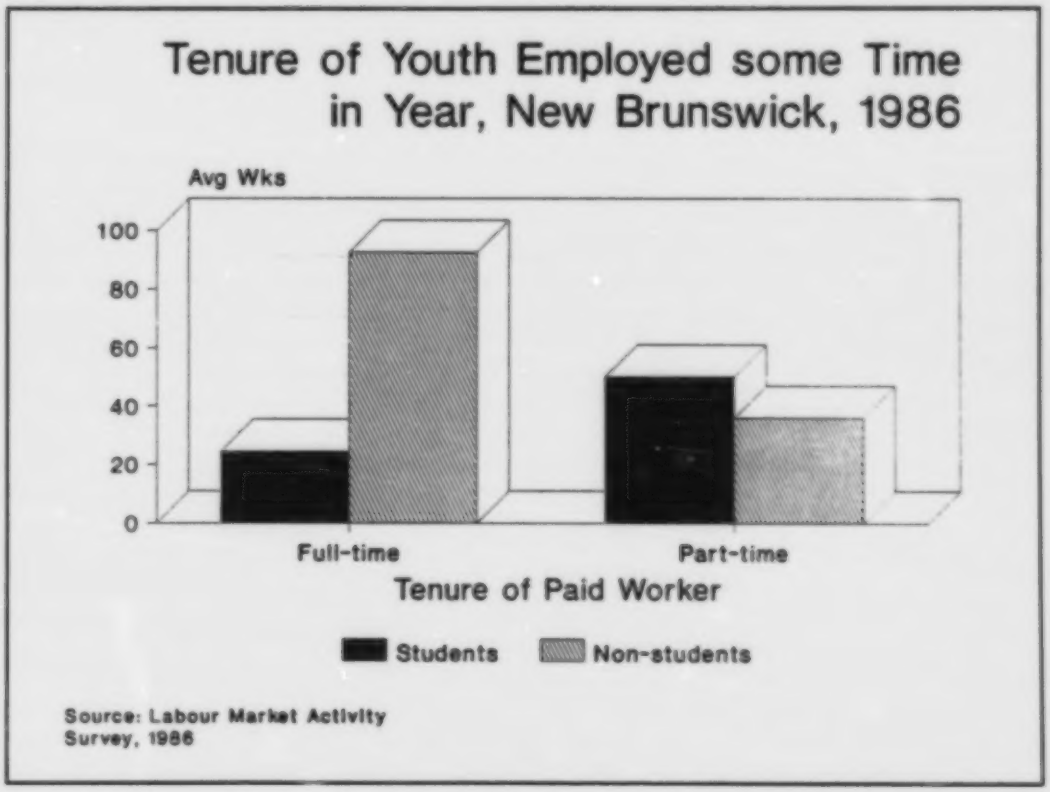
The number of jobs a person holds in a year gives an indication of employment stability. Part year or all year employment is certainly a contributing factor. Of persons employed all year in 1986 holding one or more full-time jobs, about sixty percent of youth had one job, one employer compared to three-quarters of adults. Furthermore, within the youth category, fully eighty-four percent of non-student youth employed all year had one job, one employer.

For those employed part of 1986 holding one or more full-time jobs, a greater percentage had two or more employers, in particular the non-student youth. Thirty-five percent of non-student youth who were employed part of 1986 in full-time jobs had two or more employers, compared to 14% of those employed all year. The percentage also increases for employed adults. Eighteen percent of adults who were employed part of 1986 in full-time jobs had two or more employers, compared to 5% of those employed all year. Thus the non-student youth population are the group having the highest percentage employed all year in one job, one employer and also

having the highest percentage employed part of the year having two or more employers.

Of youth employed full-time at some time in 1986, New Brunswick youth had been working at their most recently held job for an average of 69.4 weeks. This is slightly higher than the national average of 67.5 weeks. As shown in **Chart 18**, non-students have a much longer duration at full-time work than students.

Chart 18



Source: Labour Market Activity Survey, 1986

Of the 35,000 N.B. youth in part-time paid employment in 1986, 40% wanted additional hours compared to 30% nationally. It was primarily the non-students who wanted additional work (64% or 11,000). Students were more satisfied with their hours (71%).

Eighty-seven thousand youth were employed at some time in 1986. Seventy-one percent of them were satisfied with the weeks they were employed. This is lower than the national average of 78%. Again, it was the students (76%) who were more contented with the number of weeks worked than the non-students (66%).

Reasons for Working Part-time

School attendance is the principal reason youth work part-time. In 1988, almost 3 of 5 part-time employed youth cited "going to school" as their reason for working part-time. Persons reasoning "could only find part-time work", commonly referred to as "involuntary part-timers", composed about 1/3 of the part-time employed youth, compared to 39% of those 25 years and older.

While 46% of the part-time workers 25 years and over stated they did not want full-time work (98% were female), it is estimated that less than 10% of all youth, including students, cited this as their reason for working part-time.

SUMMARY

One out of every five employed people in New Brunswick is a youth. More than three-quarters of these employed youth are non-students.

Employment rates for youth increase as their levels of education increase. Adults in New Brunswick had higher employment levels at all educational levels than youths. The spread was particularly noticeable at the lower educational levels.

Youth are concentrated in the "traditional" service sector of primarily Wholesale/Retail Trade and Accommodation, Food & Beverage. The most prevalent occupational groups were Clerical, Sales and Service. Females have less occupational diversity than males. Relatively speaking, youth have low earning power. One-third of all employed youth earned between $4 - $5 per hour in 1986.

Youth have a declining share of all full-time employment and between 40% - 45% of all part-time employment. Gender differences with respect to likelihood of part-time employment are much more apparent in the 25 and over group than for youth.

Employment patterns will vary depending upon duration of time employed, i.e., all year or part year, and upon student status. Youth working part of the year, in particular the non-student youth, are more likely to have had two or more employers than those working all year. However, of those employed all of 1986, it was the non-student youth group with the highest percentage having one job, one employer. Non-students who worked part-time in 1986 were more likely to have wanted additional hours of work than student youth.

SECTION 3:

THE UNEMPLOYED YOUTH

3.1 INTRODUCTION

As discussed earlier youth unemployment has received much attention, particularly during the 1980's when youth unemployment rates were so high. A number of likely causes for this include their lack of education, job skills, experience and interpersonal skills, as well as increased competition in the marketplace due to greater influx of new entrants and the economic downturn of the early '80's. Other causes cited in the research include a possible links with minimum wage legislation and the availability of unemployment insurance benefits (Finlayson, 1985; Cohen, 1989, Senate Committee, 1986; Denton et al, 1980). As discovered in the LMAS survey, a greater percentage of the youth population (21%) move in and out of the labour force than do adults (8% of adult population) in New Brunswick. Possible explanations for this are a reflection of job/career exploration, study, discouragement and personal circumstances.

Probably the most significant and least contested factors cited in the literature as contributing to youth unemployment and determining the probable amount of time one will spend unemployed are education and training (Finlayson, 1985; Sen, 1982; Senate Committee, 1986; Ontario Ministry of Skills Development 1989 & 1987).

Youth's impression of the cause of the problem varies from that of employers. The results of the 1985 survey of 1,291 high school and university graduates of Metropolitan Toronto cited "lack of work experience wanted by employers" as the main cause of youth unemployment.

On the other hand, employers attached greater importance to good work attitudes and habits. A New Brunswick survey, based upon telephone interviews with nineteen employers in the Miramichi who had participated in a Job Development program

considered the following skills to be of the most importance:

1. Ability to carry out work responsibilities with minimum levels of supervision.
2. Arriving promptly for work.
3. Dressing appropriately.
4. Keeping employer informed about time off from work.

Skills rated less important were having Grade 12 equivalency, sufficient academic training and sufficient work experience.

A discussion paper by David Foot and Jeanne Li (1985) contends that the focus upon youth unemployment is a misplaced priority because the problem will solve itself through the aging of the Baby Boom generation. However, what will happen is that youth unemployment today will become a problem of unemployment for adults 25 - 35 years of age. So, while the problem of youth unemployment will subside, the problem will not go away for those people as they age. It will just carry on with them to the next stage in their life, and become a chronic problem of labour market maladjustment.

This section will look at the characteristics of New Brunswick's unemployed youth.

3.2 PROFILE OF UNEMPLOYED YOUTH

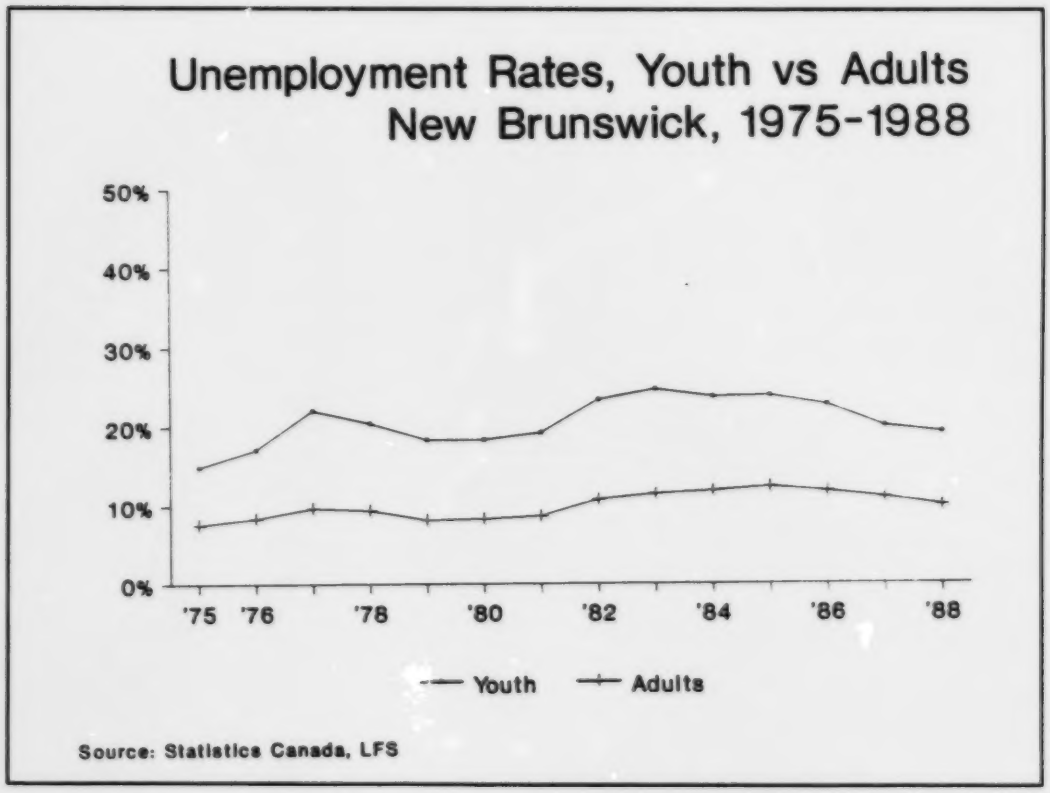
Evidence from the Labour Force Survey

The 1988 annual average number of unemployed youth in New Brunswick was 13,500, for an unemployment rate of 19.2%. Youth accounted for 22% of New Brunswick's labour force but fully 36% of the province's unemployed.

Non-student youth are the unemployed youth. Of the 13,500 unemployed youth in New Brunswick in 1988, 87% (or 11,700) were non-students. The 15 - 19 year old non-students had an unemployment rate of 26.9% compared to 19% for non-students 20 - 24 years of age. The unemployed student youth population is too small to calculate a reliable rate of unemployment.

Youth have always had a consistently higher unemployment rate than that of adults, as seen in **Chart 19**. Both youth and adult unemployment rates have been on the decline since 1985.

Chart 19

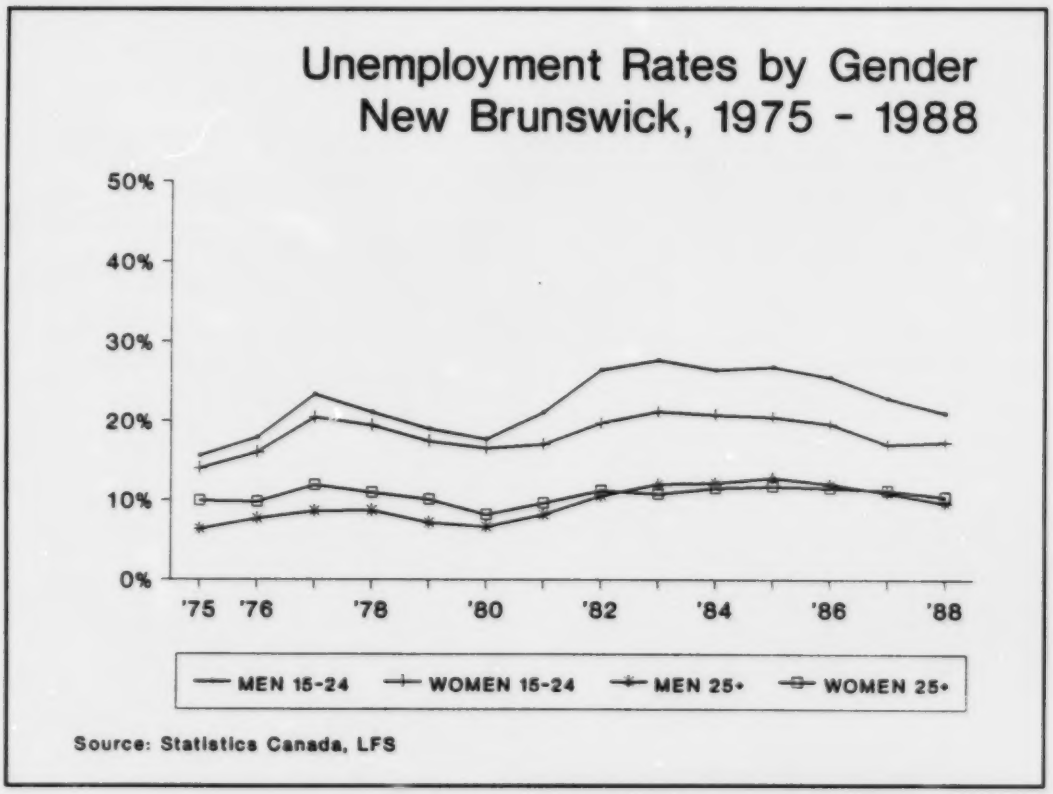


While 15 - 19 year olds have always had a higher rate of unemployment than those 20 -24 years of age (except for 1985 and 1987) the difference that was pronounced in the late 1970's has been greatly reduced during the '80's.

In contrast with the situation of men and women 25 years and over, youth men have always suffered proportionately more unemployment than their female counterparts, especially since the 1981-1982 recession, as seen in **Chart 20**.

In actual numbers there were 7,600 young men and 5,900 young women unemployed in 1988.

Chart 20

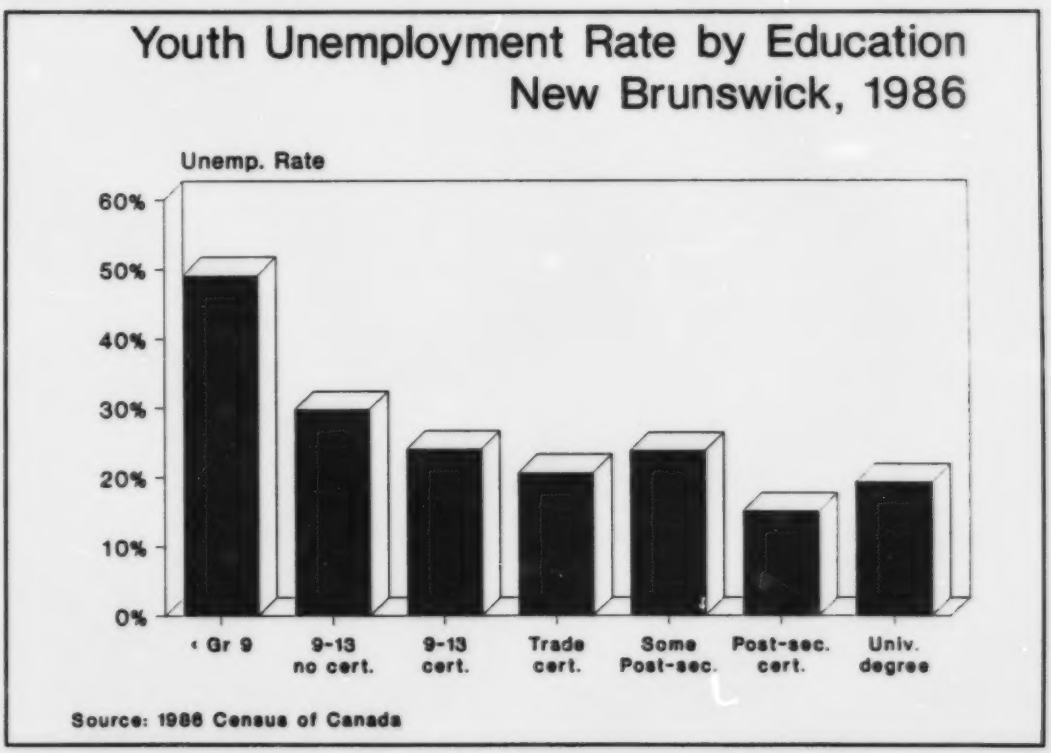


Eighty-three percent (or 11,200) of the unemployed youth in New Brunswick in 1988 had no post-secondary education, compared to 70% of the youth labour force. From an earlier discussion, we already know that 87% of unemployed youth were non-students. With such high percentages in both instances, it is reasonable to conclude that the vast majority of New Brunswick's unemployed youth are non-students with no post-secondary education.

Unemployment rates of youth decline as education levels increase. **Chart 21** shows that in 1986 about half of the youth in the labour force with less than grade nine were unemployed, compared to 15% of those youth with a post-secondary certificate.

Youth with less than high school completion account for a greater proportion of the unemployed youth than they do of the employed. In 1986, forty-seven percent of the unemployed youth in New Brunswick had less than high school completion, compared to 33% of those employed.

Chart 21



As already indicated the unemployment rates of youth are higher than those of adults. Level of education is one of the determining factors. Adults with high school or less had an unemployment rate of 12.6% compared to 22.6% for youth. The spread between the unemployment rates of adults and youth with at least some post-secondary education was not as great (5.6% for adults versus 11% for youth). The lower unemployment rates of adults, even those with low levels of education, can be partially explained by the work experience and on-the-job training they acquire during their working lives.

According to the Labour Force Survey, of the unemployed youth in New Brunswick in 1988, ninety-seven percent had been looking for work, compared to 92% of adults. While the vast majority of youth (82%) and adults (93%) wanted full-time employment, what appeared to be more important to them was permanent employment, 89% and 97% respectively.

Full-time (79%) permanent (86%) work was least important to unemployed females age 15 - 24 years and most important to unemployed men 25 years of age and over (full-time - 99%; permanent - 98%).

The Labour Force Survey also asks unemployed participants what type of work they had prior to unemployment. In 1988, 63% of unemployed youth had been working full-time, compared to more than three-quarters of adults.

3.3 SECTORAL CONCENTRATION

INDUSTRY

The largest employer of youth by industry is also the industrial group with the largest percentage of unemployed youth i.e., Wholesale and Retail Trade (17%). Primary industries had 7% of the employed youth but 12% of the unemployed youth. Primary industries also had the largest proportion of unemployed adults (16%).

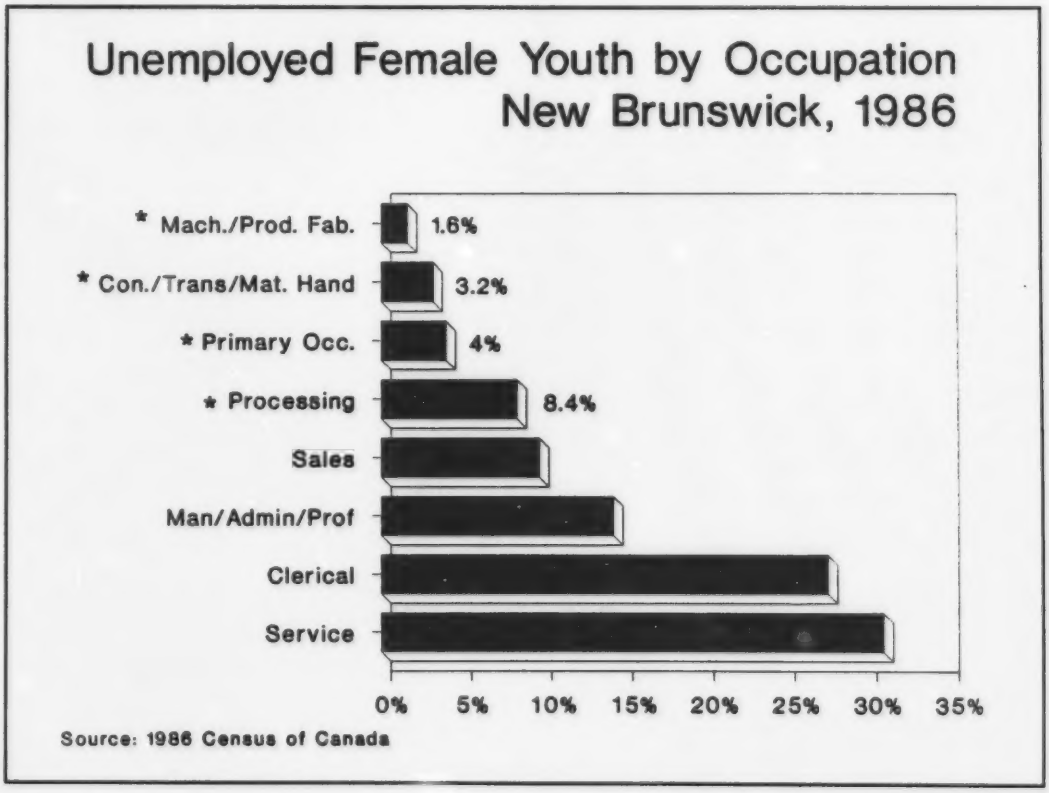
Primary industries, Manufacturing and Construction accounted for almost half of all male youth unemployment. Two of every 5 unemployed young women were from the Wholesale and Retail Trade or Accommodation sectors, compared to one in 5 of unemployed young males.

OCCUPATION

Forty-five percent of unemployed youth in New Brunswick in 1986 were from the Sales, Service and Clerical occupations, compared to only one-third of adults.

The more restrictive occupational choices of women are apparent in the occupational distribution of unemployment (see **Chart 22**) just as they were for employment.

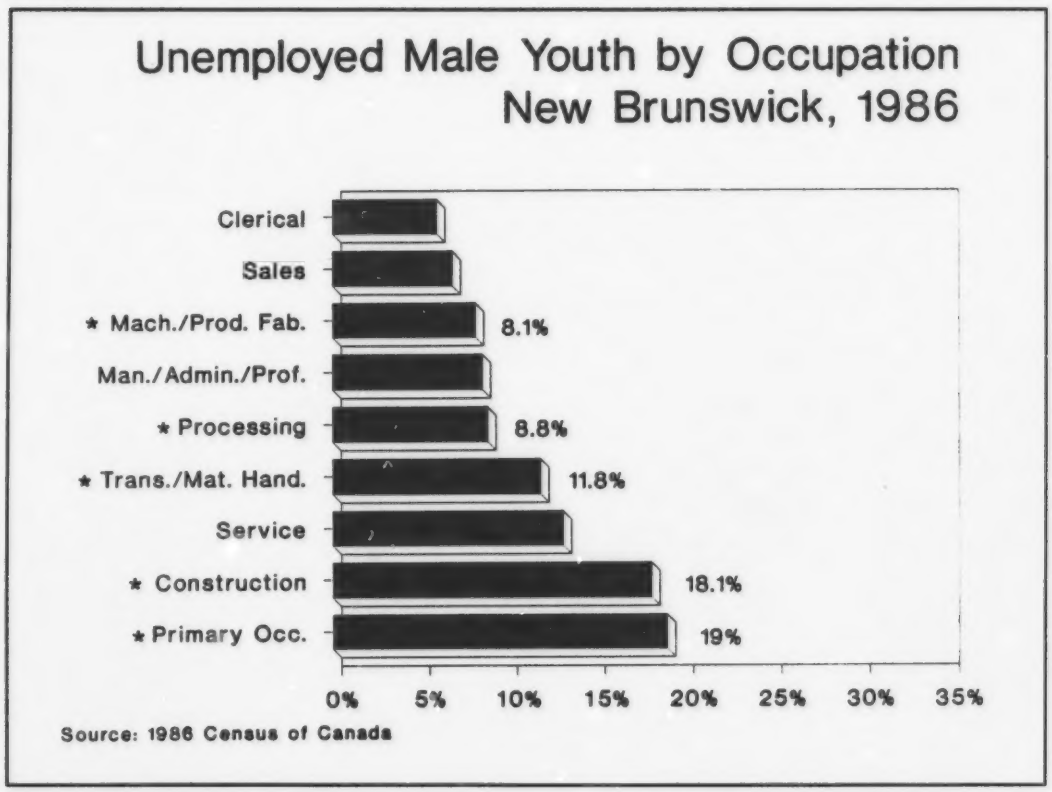
Chart 22



Sixty percent of unemployed women were from Clerical and Service occupations.

Again, as clearly indicated in **Chart 23**, the picture is dramatically different for young unemployed men. Two of every three unemployed young men were from the same five combined occupational groups discussed in the "Employment" section of this report, compared to fewer than one in five unemployed young women. Construction and Primary occupations alone accounted for 37% of the unemployment reported by young men.

Chart 23



3.4 FREQUENCY AND DURATION OF UNEMPLOYMENT

Evidence from the Labour Market Activity Survey

The LMAS estimated that 41,000 youth in New Brunswick were unemployed at some time in 1986 (37% of the youth population). Slightly more than half (54%) were non-students. The non-student youth population had a slightly greater likelihood of experiencing some unemployment (39%) than student youth (32%). This is not surprising, as non-student youth also had a higher labour force participation rate.

A significantly higher proportion of youth than adults experienced some unemployment in 1986. For the adult population of New Brunswick, 64,000 people experienced some unemployment in 1986. However, as a proportion of the adult population, this represents only 19% of adults. Thus, in this instance, the experiences of non-student youth are more removed from those of adults than is the case for the student population.

However, turning to the duration of spells of unemployment, we will see that once again non-student youth have experiences similar to those of the adult population.

Generally speaking, the LMAS found that youth experienced fewer weeks of unemployment than adults. New Brunswick youth who were unemployed at some time in 1986 were on average 17.6 weeks without work, compared to 24.8 weeks for adults. However, when the non-student youth population was examined, they had an average of 21.5 weeks of unemployment compared to 12.8 weeks for student youth.

On average, individuals experienced shorter periods of unemployment nationally than in New Brunswick. For Canadian adults, the average number of weeks of unemployment was 21.9; for Canadian youth, the figure was 14.8 weeks.

In 1986, 22% of New Brunswick's youth experiencing one or more periods of unemployment spent more than half of the year unemployed. This is less than that of adults where 45% were unemployed for more than half the year. Again non-student youth more closely resembled adults than student youth. Thirty-two percent of the non-students experiencing unemployment in 1986 were out of work for more than half the year.

The LMAS was also able to calculate the duration of the most recently completed period of unemployment for people who had either returned to work or had withdrawn from the labour force after a period of unemployment. Again the average duration for non-student youth (15.6 weeks) was slightly closer to that of adults (18.7 weeks) than student youth (11.2 weeks).

SUMMARY

Youth have higher rates of unemployment than adults. They have a disproportionately higher share of all unemployment, relative to their share of the labour force. Non-students account for about 9 out of 10 unemployed youth, primarily because students are not counted in the labour force once they return to full-time study. Young men have higher unemployment rates than young women. Much of the research has shown that unemployment rates decline as education levels increase. This is the case in New Brunswick as well.

The sectoral concentrations of unemployed youth are a reflection of where they are employed. For both young men and women, the largest percentage of unemployed youth were from the Wholesale and Retail Trade sector.

While youth are more likely than adults to experience unemployment, their duration of unemployment is, on average, for a shorter period of time. However, when students are removed from the estimates for youth, non-students have an average number of weeks of unemployment closer to that of adults.

SECTION 4:

SUB-PROVINCIAL REGIONS

4.1 LABOUR FORCE ACTIVITY By COUNTY

Population

As already indicated in the Introduction, youth are comprising a smaller proportion of New Brunswick's population as a result of the combined effects of youths leaving the province seeking employment opportunities and the general aging of the population. The Northeast and Central Regions reported proportions of youths in their general populations above the provincial average, while the Northwest, Southwest and Southeast Regions experienced lower than average proportions. Among the counties, Queens, Kings and Albert had significantly lower than average proportions of youths, while Sunbury reported the highest proportion, followed by Gloucester and Restigouche. In all, nine counties were below the provincial average.

The Northeast Region was the residence of the largest proportion of the total population aged 15 to 24 years in the province, with 26.6% of the total. The Southwest and Southeast Regions each reported 22.7% of the total, followed by the Central Region, at 16.5%. The Northwest Region was the home of only 11.5% of all youths. On a county basis, Westmorland (15.1%), Gloucester (13.1%), Saint John (11.9%) and York (11.0%) contained 51.1% of all youths in New Brunswick. Queens County had the lowest number of youths, with only 1.6% of the total, but eight counties reported 5.0% or less of the total.

Labour Force Participation

The labour force participation of 15 to 24 year olds in New Brunswick, that is, the

proportion of the population either working or looking for work, climbed from 57.6% in 1981 to 60.5% in 1986. Both sexes registered increases in youth participation rates, though women more so than men.

Similarly, the participation rate for persons 25 years of age and over increased from 58.4% in 1981 to 60.8% in 1986, despite male rates decreasing by 1%. This decrease was outweighed by a 6% increase for females.

Once the province is divided into the 15 counties, variations in the participation rate become apparent. Sunbury County had the highest participation rates among the 15 to 24 age group and the 25 and over age group (4 to 7 percentage points higher than the next highest male county rate). This is directly attributable to the extremely high male participation rates associated with C.F.B. Gagetown. The highest female youth participation rate was found in Saint John County, yet it had one of the lowest 25 and over female participation rates. In the period from 1981 to 1986, all counties except Charlotte registered increases in their youth participation rates. Northumberland County experienced the lowest youth participation and the second lowest 25 and over participation. Females in Northumberland participated in the youth labour force at the lowest rate in the province, while Restigouche had the lowest youth male rate.

Certain counties had higher youth participation rates than 25 and over participation rates. These included Saint John, Westmorland, Carleton, Victoria and Charlotte Counties.

Male youth participation rates were consistently lower than their 25 and over counterparts. Albert and Kings Counties exhibited noteworthy differences in these two rates. Kings County had a youth participation rate of 63.3% and a 25 and over participation rate of 80.1%, a discrepancy of 16.8 percentage points. Albert County

reported a youth rate of 60.5% and a 25 and over rate of 80.5%, a difference of 20 percentage points. The mean difference between these two rates for all 15 counties was 10.4%.

Female participation rates for persons aged 15 to 24 were generally higher than for those aged 25 and over. The largest discrepancy between the two rates occurred in Saint John County where the 25 and over rate was 18.8 percentage points lower than the youth rate.

Employment

Among the regions employed youths as a proportion of total employed persons in that region were in a narrow range from 19.3% in the Northeast to 21.6% in the Central Region, with the Central, Northwest and Southwest Regions being above the provincial average of 20.4 percent. On a county basis, youths as a proportion of total employment ranged from 17.2% in Albert and Queens Counties to 26.0% in Sunbury County. In all, six counties reported proportions above the provincial average.

The Southeast Region contained the largest proportion of youth employment in the province, with 24.4% of the total, followed by the Southwest (24.1%), Northeast (20.6%) and Central (19.3%) Regions. The Northwest was far behind being the home of only 11.6% of total employed youths. Westmorland, Saint John, York and Gloucester Counties had the largest numbers of employed youths, the result of their concentration of urban and industrial centers. Nine counties had less than 5.0% of employed youths, with Queens (1.3%) and Victoria (2.8%) reporting the least.

Employment/population ratios of youths and the population 25 years and above

exhibited the same trends among the regions, although ratios for youths were lower. The Central Region had the highest 25 years and above and youth employment/population ratios, while the Northeast reported the lowest. The widest divergence between ratios was in the Northeast Region, at 11.9 percentage points, while ratios for the other four regions differed on a narrow scale between 5.0 and 5.6 percentage points. Albert, Gloucester, Restigouche, Northumberland and Kings Counties reported differing ratios of over 10 percentage points, while Saint John (1.2%), Westmorland (2.2%) and Carleton (3.0%) Counties showed little difference between the age groups.

Unemployment

In 1981, the unemployment rate for New Brunswick was estimated by Statistics Canada to be 13.0%, with the number of unemployed standing at 39,000. By 1986, with the continued after-effects of the 1981-1982 worldwide economic depression, the unemployment rate for the province was 16.9% and the number of unemployed was 55,400.

For the 15 to 24 year age group in 1986, 19,300 persons were unemployed (or 35% of total provincial unemployment) for a youth unemployment rate of 25.8%. Of those 25 years of age and over, 36,100 persons (or approximately 65% of the province's total) were unemployed. The unemployment rate for this age group was 14.3%.

Throughout New Brunswick, marked regional variations were present. The youth and non-youth unemployment rates for Charlotte County skyrocketed from 20.6% and 13.4% in 1981 to 37.5% and 23.7%, respectively, in 1986, the single largest increase of any county. There were no counties that experienced declining youth unemployment rates in this period but Westmorland County did remain unchanged

at 19.9%.

Northumberland County experienced the worst unemployment rate among 15 to 24 year olds at 38.2% and the second worst 25 and over rate at 22.9%. Its youth rate was more than double the province's lowest youth rate recorded in York County (17.6%) and nearly 13 percentage points higher than the provincial average.

Basically, the provincial counties can be broken into those with above-average and those with below-average youth unemployment rates. The above-average group is made up of seven counties containing 49.7% of the unemployed youth in New Brunswick while consisting of just 39.1% of the province's youth population (for the 25 and over age group, these statistics are essentially the same). The other eight counties which comprise group 2 have an average youth unemployment rate of 21.9%, nearly five points less than the provincial average.

Male youth unemployment rates exhibited an extreme range of values with Sunbury County the lowest at 11.8% and Restigouche County the highest, nearly four times larger, at 41.5%.

Female unemployment rates were generally similar to the male rates. York County had the lowest female youth rate at 18.3% while Charlotte County was the highest at 42.2%.

When unemployment rates are compared to corresponding participation rates, a correlation between the two becomes apparent. The relationship can be stated as such: the greater the participation rate, the lower the unemployment rate. Some exceptions to this rule are noteworthy. The first is that, for both men and women, the Charlotte County unemployment rate is abnormally high for such a high participation rate. A similar situation can be found in Kent County for male rates and in Gloucester County for female rates. Conversely, Albert County exhibits a

lower participation rate than would be expected from such a low youth unemployment rate.

It is clear that counties with high overall unemployment rates have different characteristics than those counties with low overall rates. These counties are predominantly rural. Their populations are generally less well-educated than the lower unemployment counties, with a higher percentage having less than grade 9 and a lower percentage having more than grade 12. These counties also have higher percentages of primary and goods-producing industries. All this contributes to them having a lower average male total income, lower participation rates and higher unemployment rates.

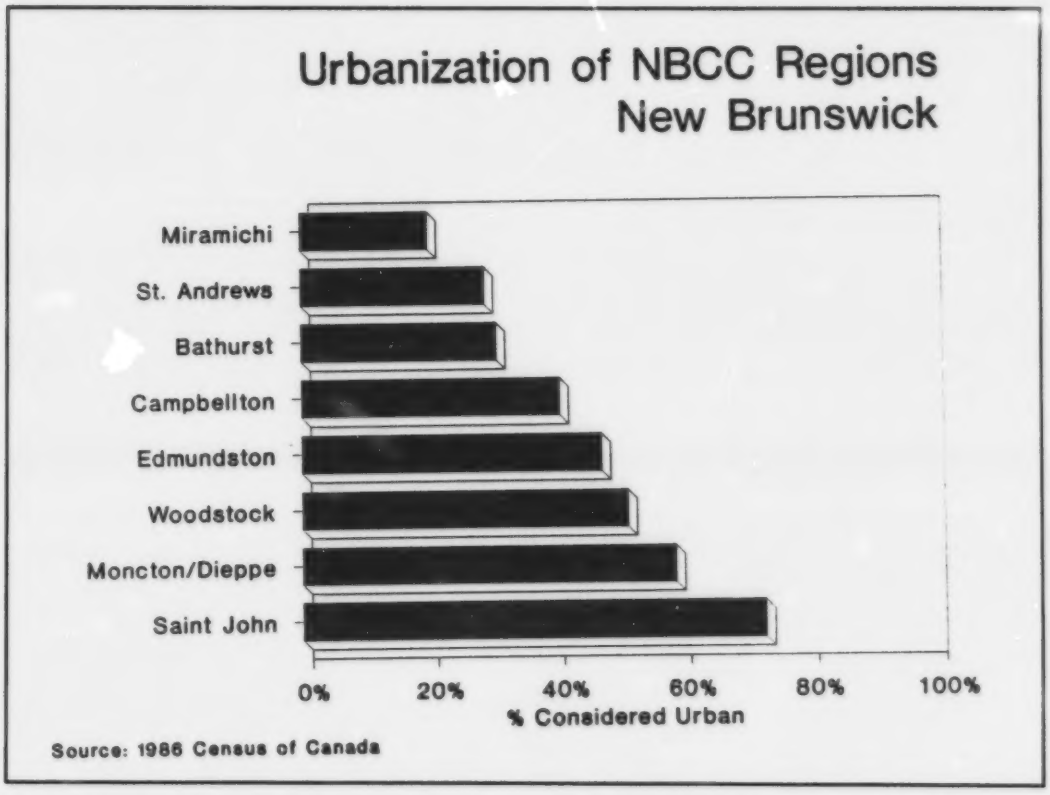
4.2 LABOUR FORCE ACTIVITY By NBCC REGIONS

Basically, community college regions (CCRs) followed the same general patterns as did the counties. The urban CCRs had higher participation rates than the rural CCRs with urban Woodstock CCR exhibiting the highest youth rate (64.6%) and rural Campbellton CCR displaying the lowest youth rate (52.1%). For males, youth rates were all lower than 25 and over rates, whereas for females the opposite was true.

Woodstock CCR had the highest participation rates for both sexes in both age groups. Miramichi had the lowest female youth rate and the lowest male 25 and over rate while Campbellton had the lowest male youth rate and the lowest female 25 and over rate.

For persons aged 15 to 24, the CCRs can be broken into 2 distinct categories of participation rates: one high and one low. The first group includes the Woodstock, Saint John, Moncton/Dieppe, Edmundston and St. Andrews CCRs. The average youth participation rate for this group was 65.9% with a range of 4.6 percentage points. Group 2 consists of Bathurst, Miramichi and Campbellton CCRs. The mean youth participation rate for this group was 56.8% with a range of 4.1 percentage points. Clearly, youths in group 2 were far less active in the labour force than those in group 1. It is of note that group 1 comprises predominantly urban CCRs whereas group 2 is essentially rural.

Chart 24



Group 1 also exhibited the characteristic of having higher youth participation rates than 25 and over rates while Group 2 was the opposite. It appears that not only is there a visible difference between urban and rural CCRs but the degree of urbanization within the urban CCRs (see **Chart 24**) is also significant (with the

possible exception of St. Andrews).

Saint John and Moncton/Dieppe are more urbanized than Woodstock, Edmundston and St. Andrews, highlighting the discrepancy between their youth and 25 and over participation rates. While Saint John and Moncton/Dieppe exhibit differences between the two rates of 1.7% and 1.4% respectively, the other three CCRs average just a 0.11% difference. The service and trade industries that attract youth workers are predominantly found in urban centers and this decidedly affects youth participation in the labour force. Basically, the higher the degree of urbanization, the more service and trade jobs there are, the greater the perception among 15-24 year olds that work can be found and, therefore, the greater the youth participation in the labour force.

Youth tend to be employed in different industries than non-youth. The trade industries and the accommodation, food and beverage service industries together employ almost 40% of all working youth, yet they employ only 20% of non-youth. Since most of the positions in these two industries are entry-level positions which require minimal job-training and experience, there is a high degree of mobility across these industry sectors making them ideal for a virtually unskilled youth labour force. Unfortunately, these are also the lowest paying industries.

The industries such as transportation, communication and other utilities and health and educational services, generally require a certain level of educational attainment from their employees. These employ 30% of New Brunswick's 25 and over population but only some 14% of the working youth.

The importance of individual industries within each community college region, varies from region to region. In the urban regions, the trades and services industries tend to employ a higher proportion of youth than in the rural regions. However, certain rural regions contain large service industries which employ a large proportion of that

region's youth. Yet these regions continue to suffer from far worse youth unemployment rates than the urban regions. Lack of industry diversification may be the problem.

Campbellton and Miramichi are two such rural regions. Of Campbellton's working youth, 14.3% are employed in the health and social services industry (possibly at the regional hospital), while 14.8% of Miramichi's working youth are employed in the government services industries, possibly at C.F.B. Chatham. However, these regions have 38.5% and 40.6% youth unemployment rates, respectively. These two industries also happen to be disproportionately large employers of 25 and over workers in these regions as well.

Essentially, the CCRs can be broken into 2 groups for youth unemployment. Woodstock, Saint John and Moncton/Dieppe had a mean youth unemployment rate of 20.8% while the other five CCRs averaged 35.2% youth unemployment.

Woodstock had the lowest unemployment rates across both age groups and both sexes, with Saint John and Moncton/Dieppe being only marginally higher. St. Andrews suffered the worst female rates for both age groups while Campbellton had the highest youth male unemployment rate. Miramichi had the highest 25 and over male unemployment rate.

Comparing the youth rate with the 25 and over rate, CCRs with the highest youth unemployment rates are also the CCRs with the highest 25 and over unemployment rates.

Of significance is a comparison between youth population and unemployment throughout the community college regions. While our first group of 3 CCRs contains some 61.7% of the population, it has but 52.0% of the province's youth unemployment. Edmundston CCR has precisely the same percentage of youth

unemployed as it has percentage of the youth population. The remaining four CCRs comprise 40.5% of the total youth unemployment, yet only 30.9% of the province's youth reside within their boundaries. There seems to be no doubt disparity exists among the regions.

When the community college regions are compared by sex, the results are again split down the middle. One half of the regions have higher male youth unemployment rates than female youth unemployment rates.

Unemployment Rates by Age and Gender for New Brunswick Community College Regions (percentage)

Region	Male 15-24	Male 25+	Female 15-24	Female 25+
Bathurst	39.75	17.54	30.52	17.30
Campbellton	43.91	19.48	32.46	19.64
Edmundston	25.54	16.07	27.44	16.86
Miramichi	43.50	25.66	36.38	23.39
Moncton/Dieppe	23.32	10.98	20.78	14.71
Saint John	20.87	11.22	21.70	11.71
St. Andrews	34.41	15.80	40.49	25.52
Woodstock	16.77	9.13	19.17	11.04
New Brunswick	26.74	13.66	24.78	15.13

Source: 1986 Census of Canada

The most notable differences are found in Bathurst and Campbellton CCRs where the male rates are 9.2% and 11.4% higher, respectively, than their corresponding female rates. Moncton/Dieppe is the only urban region where male youth unemployment is greater than female youth unemployment.

In examining the correlation between unemployment rates and participation rates for the community college regions, some figures do stand out. For men aged 15 to 24, Woodstock is much better off than the rest of the province. Conversely, Miramichi and Campbellton CCRs are extremely worse off compared to the rest of the regions. Two CCRs seem to deviate from the expected norm for youth-aged women. Both Bathurst and St. Andrews have higher youth unemployment rates than would be predicted judging from the level of their respective participation rates. This can be attributed to their low degree of urbanization.

1986 Census Undercoverage

The 1986 Census of Canada saw an increase in the undercoverage rate for all provinces and all age groups in comparison to the 1981 Census. The undercoverage rate for New Brunswick as measured by the reverse record check increased from 1.8% in 1981 to 2.8% in 1986. This suggests a possible undercount of about 20,000 persons. It must be noted that the reverse record check is subject to sampling error as well as other limitations. On the other hand, there is also overcoverage, persons being counted more than once, although levels are believed to be small.

Nationally, persons 15 to 24 years have the highest undercoverage rate, the age group 15 to 19 is 3.9% and 20 to 24 is 9.1%. Provincial statistics are not available, but regional information suggests that local undercoverage of youth was somewhat lower but still higher than the older age groups. Almost one-third of the undercount can be attributed to the youth population.

This means that about 6,000 young people were missed in the last Census. The proportion of the total population which is between 15 and 24 would thus rise from 17.5% to 17.8%.

CONCLUSION

CONCLUSION

The focus throughout this report has been upon the labour market experiences of youth and how they differ from those of adults. As we have seen, their experiences differ from adults by most of the variables examined.

In short, youth are more apt to move in and out of the labour force than adults. They are more likely to be employed in part-time work. Their employment is concentrated in the traditional subsector of the service sector, where a smaller proportion of adults is found. Youth are much more likely to be students. The youth population is declining. Their labour force participation rate is slightly higher than that of adults. They have shorter durations of unemployment. Their earning power is much lower. Their unemployment rate is twice that of adults.

To a certain extent, the differences between the experiences of youth and adults can be explained by age. Their priorities are different because they are at different stages in their lives. Youth are more concerned with the pursuit of educational considerations in their late teens and early twenties than adults. In determining a career path, a certain amount of movement from job to job can be expected while they seek their niche. So those years between 15 - 24 can in one sense be viewed as the exploratory years.

If this is viewed as the normal progression of life, then changes and adjustments are to be expected. However, when this is coupled with changing external factors, the gap between the labour market experiences of youth and adults becomes more pronounced. In the early 1980's there were two overriding factors: the economic recession of '81-'82 and the entry of the baby boomers into the labour force. This resulted in more young people in competition for fewer jobs and also vying for these

positions with adult workers. Youth unemployment was highest in the regions of the Province where adult unemployment rates were also above average.

The analysis has also clearly demonstrated that youth are not a homogeneous group. While there are certainly some differences between the genders, and between teenagers (15 - 19) and young adults (20 - 24), the most noticeable differences were found between the experiences of students and those of non-students.

Because of the differences in the labour market experiences of student and non-student youth, successful program initiatives aimed at youth would have to treat these two groups separately.

What has been discovered is that the labour market experiences of non-student youth closely resemble those of adults. Non-student youth have a very high labour force participation rate. Of those employed all of 1986, most had one job, one employer. Their average number of weeks unemployed was only slightly less than that of adults.

Non-student youth varied from adults concerning their likelihood of experiencing some unemployment. Close to forty percent of the non-student youth population in New Brunswick in 1986 experienced some unemployment compared to 19% of the adult population and one-third of the student youth population.

Unemployment and level of education are inversely related to each other. As educational levels increase, unemployment decreases. According to Labour Force Survey estimates, the vast majority of unemployed youth in New Brunswick are non-students with no post-secondary education.

The labour market of the 1990's and beyond will demand increasingly higher skill levels. One study found that high school students did less reading per day than was required by most jobs. Furthermore, literacy skills are required for virtually all jobs.

Youth who leave the secondary educational system (graduate or quit) with inadequate literacy skills, seriously jeopardize their opportunities for steady meaningful employment.

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LABOUR FORCE TERMINOLOGY

LABOUR FORCE: The portion of the civilian, non-institutionalized population aged 15 years and over who are either employed or unemployed.

(Exception: Age boundaries under Labour Market Activity Survey are 16-69 years.)

EMPLOYED: Persons engaged in work for pay/profit or in a family business. Persons absent from work due to own illness, personal or family responsibilities, bad weather, labour dispute or vacation are considered employed. Persons on lay-off or who have not yet commenced their job are not deemed employed.

PART-TIME/FULL-TIME: The Labour Force Survey and Census data define workers as part-time or full-time employees. The Labour Market Activity Survey defines jobs as part-time or full-time.

FULL-TIME STATUS: i) Persons engaged in work usually 30 or more hours per week at all held jobs and those who work fewer hours but consider themselves to be employed full-time (Labour Force Survey)

ii) usual monthly work schedule of a job involves 120 or more hours (Labour Market Activity Survey)

PART-TIME STATUS: i) persons engaged in work at all jobs usually less than a total of 30 hours per week (Labour Force Survey)

ii) usual monthly work schedule of a job involves fewer than 120 hours (Labour Market Activity Survey)

EMPLOYMENT/POPULATION RATIO: The number of persons employed expressed as a percentage of the population aged 15 years and over.

UNEMPLOYED: Persons not employed but both available and looking for work. The only persons exempt from the job search criterion are those who are on lay-off from a job to which they expect to return and those who have a new job to start within 4 weeks.

LONG-TERM UNEMPLOYED: Persons unemployed for a continuous period of 6 months or more.

UNEMPLOYMENT RATE: The number of unemployed persons expressed as a percentage of the labour force.

PARTICIPATION RATE: The number of persons participating in the labour force expressed as a percentage of the population aged 15 years and over.

NOT IN THE LABOUR FORCE: The portion of the civilian, non-institutionalized population aged 15 years and over who are neither employed nor unemployed.

WORKING AGE POPULATION: - all civilian, non-institutionalized persons aged 15 years and over.

YOUTH: - persons aged 15-24 years (Exception: The Labour Market Activity Survey references youth as 16-24 years.)

URBAN: - areas with population concentration of 1000 or more and a population density of 400 or more per square kilometre. (Census)

RURAL: - areas with population concentration of less than 1000 and a population density of less than 400 per square kilometre. (Census)

DATA SOURCES: DESCRIPTIONS and LIMITATIONS

SOURCE: Statistics Canada's Labour Force Survey

TYPE OF SOURCE: Sample Household Survey

DATA AVAILABILITY:

FREQUENCY: Monthly

FORMAT: Statistics Canada monthly publication, Catalogue 71-001, The Labour Force.

Requested special data runs, with tables produced in hard copy or on personal computer diskettes.

Micro-data tapes.

Transmittals via CANSIM data base.

DESCRIPTION: The Labour Force Survey (LFS) is a monthly survey of 47,600 representative households nationally (of which 3,525 are in New Brunswick), exclusive of the Yukon and Northwest Territories.

All persons in the population 15 years and over are represented, except full-time members of the Armed Forces and people living on Indian Reserves or in Institutions.

Households in the sample are contacted through personal and/or household interviews. Each selected household remains in the sample for 6 months.

USES AND LIMITATIONS: This is the timeliest and most accessible of the Labour Force data sources.

One major drawback, however, is the limited availability of

sub-provincial estimates and other finely disaggregated data. Published estimates are rounded to thousands with only those estimates of 4,000 or more deemed by Statistics Canada to be reliable. Consequently, there are many variables and cross-tabulations of variables that cannot be analyzed, especially for the smaller provinces like New Brunswick. Data rounded to hundreds are available only by special request and, even in these instances, only those estimates of 2,000 or more are considered reliable.

A second major drawback, again weighing heaviest on the smaller provinces, is the risk of misinterpreting activity in the labour market when using published estimates rounded to thousands. Changes in estimates may appear lesser or greater than they are in reality. Other developments in the labour market may go unrecognized. To use an example, unemployment for a particular age cohort may increase a significant 26%, from 3,500 to 4,400, but in both instances the published estimate would be 4,000. Similarly, numbers of long-term unemployed may grow by only 100, from 4,400 to 4,500, but the published data would show an increase of a full 1,000 or 25%.

SOURCE: Statistics Canada's Labour Market Activity Survey (sponsored by Employment and Immigration Canada)

TYPE OF SOURCE: Sample Household Survey

DATA AVAILABILITY:

FREQUENCY: Annual

FORMAT: Series of publications including: i) a profile series which provides data on a very specific labour force group (e.g. women, youth, older workers, union workers, etc.), Employment and Immigration (EIC) "market segments) (e.g. the long-term unemployed, persons in transition from school to work, persons with high turnover rates, etc.), and actual EIC program participants; ii) an analytical series on specific labour market issues of interest to researchers and policy analysts (e.g. under-utilization of labour, wage rate differentiation, etc.) and, iii) a series of evaluative studies which compares and validates this survey's data with other known sources such as Statistics Canada's Labour Force Survey (LFS), Survey of Consumer Finances (SCF), Survey of Employment, Payrolls and Hours (SEPH), and union membership data derived from Labour Canada and CALURA.

Special requested custom tabulations

Micro - data tapes

Diskette of tables produced for publications

DESCRIPTION: The Labour Market Activity Survey (LMAS) collects information on the frequency, duration and timing of employment, unemployment and non-participation in the labour market of Canada's population in a one-and two-year period. It also provides very detailed characteristics on up to 5 jobs held per respondent during these periods.

For one reference year, information is gathered through a supplement to the January cycle of Statistics Canada's Labour Force Survey (LFS). A subsequent interview one year later updates information on demography, family composition

and collects the labour market data for the second reference year.

The population represented in the Labour Market Activity Survey (LMAS) is identical to that of the Labour Force Survey (LFS), with the exception that the former survey covers those aged 16-69 years while the latter represents all individuals 15 years of age and over.

The sample size of the LMAS is 5/6 of the LFS rotation groups.

USES AND LIMITATIONS:

This is the only source of "flow" estimates. Administered as a supplement to the Labour Force Survey (LFS), the Labour Market Activity Survey (LMAS) data complements the stock estimations of the Labour Force Survey (LFS).

Nonetheless, with fewer of the respondents included in this survey, the reliability of its finely disaggregated estimates is even more questionable than that of the LFS estimates.

An additional major limitation is the timeliness of which publications are released. The first LMAS publication, a general interest profile containing 1986 data, was scheduled for release in September, 1987 but not produced until January, 1989.

Moreover, the two major drawbacks to Labour Force Survey (LFS) data as previously summarized, apply to this data source.

Micro-data tapes, though available earlier than the publications, cost a total of $2,000 and there is significant human resource time and expertise required to mount and manipulate the data.

Finally, because it is a new data source (implemented January 1987), some of the pitfalls and user concerns have not been yet addressed.

SOURCE: Statistics Canada's Census Canada)

TYPE OF SOURCE: Household Survey

DATA AVAILABILITY:

FREQUENCY: 5 years

FORMAT:

Publications (1986)

1. The Nation Series - 19 publications providing national coverage including provincial and territorial data, but no sub-provincial data. Tables provide detailed information for selected variables and cross-tabulations of variables. Some contain historical comparisons.

2. The Dimension Series - This series provides data on special interest topics focusing on geographic areas, sub-populations or a subject area.

3. The Profile Series - This series provides limited detail for census variables to the sub-provincial level. There are separate profiles for the 100% data and the 20% sample data.

4. Focus on Canada Series - This series provides coverage in report form, analyses of 16 popular topics supported by tables and charts.

Machine-readable Tables (1986)

1. Basic Summary Tables Series - This series is made up of 43 cross-tabulations, featuring two or three census variables, for three geographic levels (enumeration areas (EAs) and federal electoral districts (FEDs); census subdivisions (CSDs) and census divisions (CDs); and census tracts (CTs), census metropolitan areas (CMAs) and tracted census agglomerations (CAs)).

2. Profile Series - This series generally contains the same variables as the publications series for the geographic areas described in the basic summary table series.

Custom Data Products (1986)

1. Semi-custom Cross-tabulations - This service provides the basic summary table series and other basic cross-tabulations for user-defined areas in the desired medium.

2. Semi-custom Profiles - This service provides the profile series for user-defined areas in the desired medium.

3. Custom Products - This service provides the client with output according to their specifications in terms of content, geography, format and output medium within confidentiality and budget constraints.

DESCRIPTION:

The Census is conducted in June every five years for years ending in the number 1 or 6. Data are collected on characteristics of the population and dwellings. The information is recorded in two data bases. The 100% data base includes general demographic, dwelling and household data , such as age, gender, marital status, mother tongue and structural type of dwelling, for the entire population. The 20% sample data base includes other demographic data plus socio-economic data, such as ethnic origin, official language, labour force activity and income, for one-fifth of the private households. Data are weighted up to provide estimates for the entire population.

USES AND LIMITATIONS:

The Census is the only source of detailed socio-economic characteristics of the population for small geographic areas.

Each result is randomly rounded to a multiple of "5" to protect the confidentiality of the respondent.

Data are suppressed if the population is less than 40 in a standard area or less than 100 in a user-defined area.

Labour force activity is for the week prior to the date of the census. Data are available for persons 15 years and over, excluding institutional residents.

Cost of a custom cross-tabulation starts at $800 per table. Production time ranges from 2 to 4 months.